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MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

*New Delhi, the 4th March 1960*

**S.O. 578.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the National Industrial Tribunal of India at Bombay, in the industrial disputes between certain Cantonment Boards and their workmen.

IN THE NATIONAL INDUSTRIAL TRIBUNAL OF INDIA AT BOMBAY

REFERENCE NO. (NT) 2 of 1958

In the matter of the disputes between

The workmen of the Cantonments specified in Schedule 1 of the Order of the Government of India in the Ministry of Labour and Employment, dated 24th November 1958.

AND

Their employers, the respective Cantonment Boards.

PRESENT:

Shri F. Jeejeebhoy, Presiding Officer.

*Appearances:*

*For the employers.*—Shri K. K. Gamkhar & Shri K. Anantharaman.

*For the employees.*—Shri J. D. Bakshi and Shri Jaswant Singh.

AWARD

By its Order of 24th November 1958, No. LR-IV-3(40)/58-I, the Government of India in the Ministry of Labour and Employment referred to this Tribunal certain disputes between the Cantonment Boards of India and their workmen in respect of the matters specified in Schedule II of the said Order. Sixty Cantonments were included in the Order of Reference, but subsequently Serial No. 11 *Badamibagh* and Serial No. 29 *Jammu* were withdrawn, presumably because the Industrial Disputes Act by Section 2 has provided that "it shall not apply to the State of Jammu and Kashmir except to the extent to which the provisions of this Act

relate to industrial disputes concerning workmen employed under the Government of India". There are thus 58 Cantonments concerned in this Reference.

2. The Cantonments of India are the creation of Statute. By the Cantonment Act of 1924 the Central Government was empowered, by notification in the Official Gazette, to declare any place or places in which any part of the Indian Army or the Indian Air Force is quartered or which, being in the vicinity of any such place or places, is or are required for the service of such forces, to be a Cantonment for the purposes of the Act. The Central Government was also empowered by like notification to declare that any Cantonment shall cease to be a Cantonment, and also to include within a Cantonment any local area situated in the vicinity thereof and to exclude from a Cantonment any local area comprised therein. By Section 10 in every Cantonment there was to be a Cantonment Board and an Executive Officer. By Section 11 of the Act it was provided that every Board shall, by the name of the place by reference to which the Cantonment was known, be a body corporate having perpetual succession and a common seal, with power to acquire and hold property both movable and immovable, and to contract, and shall by the said name sue or be sued. The Executive Officer is to be appointed by the Central Government or by such person as the Central Government may authorise in its behalf from the Military Lands and Cantonments Service constituted by rules made under section 280, and not less than half the cost of the salary of the Executive Officer is to be paid by the Central Government and the balance from the Cantonment Fund.

3. Cantonments have been divided into three classes according to the extent of their civilian populations, and the Boards are so constituted that the nominated members always have a majority. In a class I Cantonment there are 7 elected members, and a lesser number in class II and class III Cantonments, the classification being based on population. The Officer Commanding the Station is the *ex-officio* President of the Board. The Executive Officer performs all the duties imposed upon him by the Act and he is also given some special powers. The duties of the Board are given in Chapter VIII of the Act.

4. The Boards are subject to the superintendence and control of the Officer Commanding the Station, and higher up of the General Officer Commanding-in-Chief the Command, and ultimately of the Central Government. The President of the Board may dissent from a decision of the Board which he considers prejudicial to the health, welfare or discipline of the troops in the Cantonment, and he may direct the suspension of action thereon for a period not exceeding one month, during which the matter is referred to the General Officer Commanding-in-Chief the Command through the Officer Commanding the District. Similarly, if the District Magistrate considers any decision of a Board to be prejudicial to the public health, safety or convenience, he may after giving notice to the Board refer the matter to the Central Government, and pending the disposal of the reference no action can be taken on the decision. The General Officer Commanding-in-Chief the Command may at any time direct that any matter, other than one which has been referred by the Central Government, may be considered or reconsidered by the Board, and he can also direct suspension of action on any decision of the Board, and he may even direct that the decision shall not be carried into effect or shall be carried into effect with such modifications as he may specify. The Central Government may after consulting the General Officer Commanding-in-Chief the Command by an order in writing direct that no action be taken on a decision of the Board which has been referred to the Central Government under Section 21. By Section 54 the Central Government is empowered to declare a Board to be incompetent or in default or to have exceeded or abused its powers, and may supersede it for such period as may be specified.

5. It is thus clear that the powers of supervision and control are very wide, but not excessive having regard to the concept of Cantonments, which essentially are required for the service of the forces. While it is true that the Board functions in many respects for the same purposes for which a Municipality is ordinarily constituted, the emphasis in a Cantonment is on service to the forces, whereas in a Municipality the service is to the general population. No doubt the Municipality too is under the supervision and control of the State Government, and from that point of view there is some analogy between a Municipality and a Cantonment Board; but that analogy fades with the emphasis on service to the forces in the case of Cantonment Boards. Thus it would not be correct to equate a Cantonment Board to a Municipality for all purposes; the Cantonment has a complexion of its

own, and no Municipality is subject to the kind of controls and super-imposed powers which are applicable to Cantonments. Unlike a Municipality a Cantonment is a pocket created by the Central Government within a State for the purposes of the Central Government, and for quartering Forces; and taken all in all a Cantonment is far more of a necessity and of greater importance to the Central Government than any Municipality is to a State Government.

6. In this connection it is interesting to refer to an Army Order of March 1959 and to the observations made therein:

"The cardinal principle underlying Cantonment administration is that Cantonments exist primarily for the benefit of the troops. All other considerations must be subservient to matters affecting the well being and efficiency of the garrison \* \* The Cantonment Board though legally independent of military authorities should be regarded by the garrison as its own council. It is designed to cater for the civic needs of the community occupying the Cantonment area \* \* They (the military members) must be made to realise that on them devolves the responsibility for husbanding the resources of the Cantonment, of safeguarding and improving its property, of bringing under Cantonment control all that it is necessary or desirable for the prosperity of the military community and of the civil population which the presence of the troops has attracted."

7. As regards basic wages of the Cantonment staff they vary from Board to Board, and there is no general pattern visible in the basic wages paid in the Cantonments beyond the fact that the scales of an employee of a Board are ostensibly framed on a comparison with the scales of comparable categories in the adjacent municipalities. But here it must be remembered that Cantonments are divided into three categories, and in some States the municipalities are also divided into several categories; and it does not appear as if the existing policy as stated in the following reply to a question in Parliament has been consistently observed:—

"Cantonment Boards being in the nature of autonomous local bodies, the policy of the Government in the case of Cantonment employees is subject to the minimum fixed by them under the Minimum Wages Act, to follow the pay scales of employees of comparable grades in the neighbouring municipalities and the rates of dearness allowance fixed by the Government of the State in which the Cantonments lie in respect of their own employees."

8. In Cantonments the employees get the same dearness allowance as the State Government pays to its employees, except in the case of Uttar Pradesh and two or three other Cantonments where the Boards pay to its employees the lesser dearness allowance as is paid by the adjacent municipality. In Uttar Pradesh the State Government has fixed the scales of dearness allowance payable by the municipalities at a rate lower than that which is being paid by the State Government to their own employees.

9. The principal contention of labour in this Reference is to the effect that this Tribunal should hold that the employees of Cantonment Boards are direct employees of the Central Government, and are therefore entitled to the Central Government emoluments and conditions of service. This is not possible. Section 11 in terms makes it clear that a Cantonment is a corporate body which is principally for the service of the Forces. The rules which have been duly framed under the Act, and which therefore have the force of law, clearly indicate that these employees are the employees of the Board; the Board fixes their salaries and terms of service, and the Board has power to appoint as well as power to remove, subject however to the general supervision and control exercised by the higher authorities. The Boards however receive grants-in-aid from the Central Government to sustain their budgets; and the amounts of such grants, other than grants given for specific purposes like buildings or education, have amounted in the last year or two to 10 lakhs a year, of which Secunderabad Cantonment alone received about Rs. 4 lakhs. A grant-in-aid is given when the opening balance in a Cantonment Board is less than 10 per cent of the annual expenditure, and it is obvious that these grants are forthcoming from the Central Government because a Cantonment is indispensable for the forces; and indeed many Cantonments would be unable to function without Central Government grants. Ten Cantonments are spending more than their revenues on establishment itself.

10. It has been urged on behalf of the Boards that their capacity is to be judged by their budgets and their ability to meet the cost of administration. This approach is subject to qualification. A Cantonment is a necessity created by the presence of

armed Forces in a particular area, and the Cantonment performs many of the functions which would ordinarily be performed by the military services in a garrison, and such services if rendered by the Defence Department would have had to be paid for by the Centre at Central Governments scales. A Cantonment is thus a convenient device by which the welfare of the forces is maintained in the immediate vicinity of a certain civilian population whose way of living may not be in conformity with the stricter requirements of those in charge of the armed Forces.

11. It is of course axiomatic that the employees are entitled to at least a need-based wage, unless the wage fixing authority is satisfied that circumstances exist which make it impossible to give it, and for such need-based wage there is the formula of the 15th Indian Labour Conference. It is however evident that such need-based wage, even though it is the minimum of a fair wage, cannot be attained by the employees of a Cantonment at the present time. Nevertheless it could not be the intention of the Central Government that the wages of Cantonment employees should be the same as that paid to 'sweated labour' under the Minimum Wages Act. There are some Cantonments, especially in the hills, which have very small revenue, but nevertheless the persons who are appointed on the staff of such Cantonments must live and must have the wherewithal to sustain themselves. I am therefore unable to accept the proposition that in the case of Cantonments their capacity to pay a reasonable wage to their employees is to be judged simply by their budgets. In fact the Central Government has always been making grants in the past wherever necessary, not only to provide for bare services, but also for items like construction of living quarters for the staff, health schemes, education etc. The Cantonments' capacity to pay cannot be judged by reference to similar concepts in the case of private industry. No doubt a Cantonment is as much an 'undertaking' as a municipality; but it is much more; its existence is a military necessity.

12. This must not be taken to mean that the capacity of a cantonment to pay is irrelevant to the issue of wages. It is quite relevant; and while the restricted advances in wages which I am giving by this award will not in every case empty the till, it might lead to curtailment of some of the activities of some Cantonments. But (barring certain priorities which have little relevance here) wages must take priority over other expenses, and this has been specifically enacted by section 109 of the Cantonment Act. While judging capacity I must necessarily take into account the normal items of expenditure which the particular Cantonment may be incurring according to its budget, but I must not thereby limit my scrutiny, for I feel that in the case of Cantonment employees there are other factors to be borne in mind. Firstly, the Central Government is interested in the maintenance of a contented labour force in the Cantonments, and it would be unfortunate if the personnel of the Cantonment of an area had just cause to be disgruntled. Secondly, it is the objective of wage fixation to give a workman at least a need based wage, and it is apparent that we have a long way to go before the gap between the need-based wage of the formula and the present wage is filled. Thirdly, although the Cantonment Act intended to "municipalise" the Cantonment administration the supervening control of military officers and higher up of the Command, and in some cases even of the Central Government itself, has built up a closely knit structure which practically determines not only the sources of revenue which a Cantonment may raise, but also its activities. Thus the Central Government is by no means a detached spectator to the activities of a Cantonment Board.

13. This Tribunal perceives that there are larger issues involved than purely the resources of a Cantonment Board. The Government of India has just received the Report of the Second Pay Commission appointed for the purpose of giving a fair deal to the persons employed in Central Government service; no doubt the Cantonment Board employees are not the direct employees of the Central Government; but having regard to the fact that the Cantonments cater essentially to the requirements of the Forces it must become a matter of concern to the Central Government to see that the Cantonment Board employees receive a fair deal.

14. The present practice of basing the pay scales of Cantonment Board employees on the pay scales of employees of comparable categories in adjacent municipalities is open to criticism. The dearness allowance which is paid is the dearness allowance given by the State Government; but in some cases where the State Government has allowed to municipalities a lesser dearness allowance the adjoining Cantonment has been paying such lower rate; it is however the total emoluments that count, by which I mean the basic wage plus the dearness allowance, and a wage must be judged on that basis. Where the adjoining municipality is a prosperous unit, and the Cantonment is a small unit, it is not always that the

same scales as those prevalent in the municipality are applied. And the municipalities themselves being under the control of the State Governments have to follow the pattern set by the State, and all these factors taken together have resulted in a disparity in the emoluments of municipal employees not only from State to State but also within a State. Such disparities when transmitted to Cantonments pick up further disparities on the way, and are apt to create discontent; thus there is the claim of Cantonment employees all over India for a more stable and more certain method for fixation of their wages. In the first place they have asked that they should be regarded as Central Government servants and given the emoluments and conditions of service of Central Government servants. This is not possible because I cannot declare them to be Central Government servants in the face of the Cantonment Act. Nor is it possible for me to give Cantonment Board employees the emoluments which a Central Government employee is receiving today or will receive as a result of the Second Pay Commission's Report, because I have to take into account the duties and responsibilities of Cantonment employees, the differences in cost of living between State and State, and the general level of the finances of Cantonments. It may be that historically the Central Government servant all over India gets the same emoluments as the Central Government employee in Delhi, but apart from history there are other considerations involved. For instance the sweeper in a garrison in an area within or adjoining a Cantonment gets paid according to Central Government rates, but on the other hand he is liable to field service. Such differences cannot be overlooked.

15. During the course of the hearing a number of suggestions were put forward with a view to eliciting the response of the parties. The Cantonment Boards maintain that the present scheme of allying their wages with the wages of adjoining municipalities is correct and should continue. The employees insist that the Central Government scales are what they should get. And as to the emoluments paid by the State Governments to their employees, I cannot do better than reproduce below an extract from the recent Pay Commission Report:

"It seems to us that in the context of our constitutional structure the issue of disparities is a highly complex one, and tangled with a great deal else; it is not one that can be resolved in a simple way. This is exemplified by the fact that not all the States have taken equal advantage, and few, we understand, have taken full advantage, of the scheme of Central assistance for raising the emoluments of the low-paid employees of the State Government and Local Bodies etc., announced in 1957-58. The scheme which, according to the existing decision, will remain in force till 1960-61 provides that the Central Government will bear two-thirds of the extra expenditure incurred by a State Government in raising, by an amount not exceeding Rs. 12 p.m. the emoluments (that is pay plus dearness allowance) of their low-paid employees, and of corresponding categories of employees of Local Bodies and teachers in aided schools, whose emoluments, after such increase, do not exceed Rs. 100 p.m. \*\* The scheme also provides for some loan assistance to the States to enable them to increase the emoluments of employees in the pay range Rs. 100-250. But according to our information, only three States West Bengal, Madras and Kerala have so far taken advantage of this provision. The difficulty, presumably has been that the States are unable or unwilling to find the matching resources required under the scheme. As one of the State Finance Ministers put it, the Legislature of the State was keen to raise the remuneration of the low-paid staff, but not prepared to tax the people for it \*\* Thus we find it exceedingly difficult to determine the degree of importance that we can reasonably attach to the existing disparities in determining the emoluments of Central Government employees. This would require a judgment whether the present rates in the various States are, in their respective circumstances fair and reasonable a judgment which it would be beyond our terms of reference to pass, and for which, in any case, we have not all the relevant data before us."

16. What then should be the basis of wage fixation for these cantonments? At present there are disparities in wages between cantonment and cantonment and also between the categories within a cantonment which cannot be explained away. Cantonments which have felt the pressure of a strong union have responded with better wages, as for instance Ambala. In some regions wages are depressed and for different reasons, not many of which are acceptable; in some cantonments the dearness allowance of the State employees has not been given to Cantonment employees although it should have been done in terms of the policy of the Central Government; then again the scales of the municipalities are fixed by the State Governments on materials and considerations which may not necessarily be relevant to cantonment employees. In some cases there may be a garrison within a

cantonment with the garrison employees receiving Central Government scale. There is also the circumstance that both Central Government servants and State Government servants work in or around cantonment areas, and their scales cannot be said to be altogether irrelevant.

17. It would not be right to say that the wages of cantonment servants are low everywhere, and in fact in the case of some cantonments very little correction is necessary. There is however no discernible pattern running through the wages, which seem to have been fixed more or less on an ad hoc basis, keeping in view the scales prevailing in the adjoining municipalities.

18. The issues relating to wages are (1), (3), (4) and (8). Issue No. 1 relates to the question as to whether the Cantonment Board employees should be regarded as Central Government servants. Issue No. 3 is whether the pay scales given by the Central Government to its employees should be made applicable to the workmen of cantonment boards. If not whether the pay scales of the workmen of cantonment boards should be revised and refixed according to the pay scales applicable to the workmen of the adjoining municipalities. Issue No. 4 poses the question as to whether the cantonment board workmen are entitled to dearness allowance at Central Government rates; and issue No. 8 asks that 50 per cent. of the dearness allowance should be merged with the pay. The issues are not as distinct as they might have been. But it is a fair interpretation of the Reference that the ceiling of claim is the Central Government scales, and if that cannot be given, something less might be given bearing in mind the scales of adjoining municipalities. There are more categories in some Cantonments than in others. Nomenclatures too differ. What I propose to do is to give scales for each cantonment, which should be less than the Central Government scales; the present scales will have to be revised and refixed taking into account the duties and responsibilities of the post in the Cantonment, and bearing in mind the pay scales applicable to comparable workmen of adjoining municipalities; and taking also into account all other relevant facts and circumstances bearing on the subject. I am accordingly awarding scales for each cantonment in the 58 annexures of this award. The dearness allowance to be given to a Cantonment employee shall be the dearness allowance given by the State (in which the cantonment is located) to the State employees. Considering that the dearness allowance varies from State to State, the effect of this award will be to give to the Cantonment employees a reasonable wage in the context of their surroundings.

19. The two cantonments which have come into Bombay State from Madhya Pradesh and Hyderabad, namely Kamptee and Aurangabad, have been given slightly lower scales so that gradually they will reach the emoluments which a Cantonment of their character should receive in Bombay State. Consequent upon the giving of such scales certain directions are necessary.

20. Any employee in receipt of wages in excess of the scales now prescribed will have the option of continuing in his present scale provided he elects to do so within six weeks of the publication of this award, and the Cantonment Executive Officer shall inform all the employees of the factum of such publication. No one shall receive less than his present emoluments as a result of this award. An employee whose scale has been up graded shall be fixed in the new scales according to his present pay and if that falls within two stages he shall be fixed in the next stage of the new scale, and shall be given one increment in the scale for every five years of service in his grade with a maximum of three increments and with the minimum of one increment, but not so as to exceed the maximum of the scale.

21. Up to this point I have dealt with issues Nos. 1, 3, and 4 of Schedule II to the Reference.

22. I shall now deal with the remaining issues.

23. Issue 2 reads as follows:—

“Whether promotions be given strictly according to seniority of the workmen? If not, what should be the criteria for promotion and what should be seniority list in each category of workmen?”

There have been grievances, as indeed happens in many undertakings, concerning promotions. Some employees have felt that they have been wrongly overlooked. I am here not concerned with individual cases, but with the general principle which labour claims should be applied, namely, that promotions should be given strictly according to seniority and that a seniority list should be maintained. There may be a tendency in small bodies like Cantonment Boards for the elected

members to exercise pressure in favour of particular employees; thus each successive Board might have different views as to the merits and demerits of particular employees, with the result that the employees feel that they have no proper security in the matter of promotions. Whether this feature has affected promotions in the past or not it is difficult to say. But this is not a subject which should be left in a state of uncertainty, for it can become a source of grievance. On this issue I propose to give the same directions which have been given by Tribunals in the past, namely, that whenever a new post is created or a vacancy has to be filled, all things being equal, the senior most shall be entitled to be appointed thereto. If the senior-most has been overlooked, he may in writing ask for reasons as to why he has not been promoted, and the Cantonment Board shall state the reasons for his own personal use, provided that it does not expose the Board or the officer giving the reasons to any civil or criminal proceedings. Generally an employee is better advised not to ask for reasons for he can hope that his promotion will come in time. As regards the preparation of a seniority list, that is not necessary. Seniority will count according to an employee's length of service in the line of promotion; and the term 'line of promotion' connotes the steps which naturally lead from one grade to another; for instance, a clerk may seek promotion in the line leading to the Superintendent or to the tax Superintendent or Revenue Superintendent. In connection with this issue, and having regard to the complaints voiced, I direct that rules should be framed for the recruitment to the various categories of employees of each Board, which should specify the minimum qualifications for each post, age limit, mode of recruitment (by promotion, direct recruitment or transfer), the field of recruitment, and the authority competent to make the appointment. Any person aggrieved by a decision reached by the application of such rules should be given an appeal to higher authority.

24. Issue 5: "Whether or not the contribution to the Provident Fund by the Board authority should be equal to that of the workmen?"

By this issue the workmen claim that contribution to Provident Fund by the Cantonment Board should be equal to the contribution of the employee. At present the Board contributes half of what the employee subscribes. It is, however almost universal that the contribution of the employers should be equal to the contribution of the employees, and I would recommend that this should be done. I cannot issue a directive on this question as Rule 39(1) of the Cantonment Fund Servants' Rules, 1937 specifically states that the contribution of the Cantonment Board shall be 3½ per cent. and of the employee 6½ per cent; but having regard to the fact that the Act and rules were promulgated many years ago, and that the interim period has seen many changes in employer-employee relations, the original rule does need reconsideration.

25. It was pointed out to me that after the contribution of the employers is equated to that of the workmen, no bonus should be payable under the rules. As to this point, it must be appreciated that the provident fund is the only retirement relief at present; the bonus payable is in the discretion of the Board, and when given it is no doubt an addition to the retirement relief, but its quantum is limited. It is a general principle today that where an undertaking is sufficiently prosperous it should give the twin retirement benefits of gratuity as well as provident fund. As I shall not be justified in giving a gratuity scheme in the circumstances existing, I do not think that an equal contribution by the Cantonment to the Provident Fund plus the bonus which accrues would be excessive as retirement benefits; the Cantonment Boards say that the bonus has never been refused, and this award assumes that that practice will be continued. There is however Rule 39(2)(a) of the Cantonment fund servants rules to the effect that the claim for bonus must be made within six months of the accrual of such bonus, which would be at the end of 10 years of service etc.; and if the claim is not made within six months of accrual, then, it is said, the bonus lapses. This does seem to be a condition which ought to be eliminated, because the general run of employees would find it difficult to remember when they started work or when the 10 years period of work had expired. There was also a complaint to the effect that when the workmen had applied a month or two prior to the expiry of the 10 year period their applications had been returned. Since the bonus has been given for service done, the Board as employer should itself initiate the necessary steps for the grant of such bonus, and no application from the employee should be necessary.

26. Issue 6: "Whether or not the workmen should be allowed house rent allowance?"

There is no doubt that efforts are being made to provide free accommodation to the lowest paid class IV employees who are mostly Harijans, and the steps which have been taken in that behalf have been seen by me at the Cantonments which I inspected, namely, Secunderabad, Aurangabad, Poona, Deolali, Meerut, Roorkee, and Dehra Dun. In some Cantonments those of the class IV staff who have not been provided with free quarters are given house rent allowance; and at present the same house rent allowance is given to Cantonment employees which a neighbouring municipality gives to comparable categories. The claim to house rent allowance is thus not altogether opposed to present practice. I direct that class III and IV employees in all the Cantonments who have not been provided with accommodation free or otherwise should be given the same house rent allowance as is given by the State Government to corresponding categories of employees.

27. *Issue 7:* "Whether or not the Cantonment Board authorities be required to make a provision for payment of gratuity to their workmen at the time of their retirement. If so, at what rates?"

This is a claim for gratuity, and in my opinion the capacity of Cantonment Boards does not justify the grant of any gratuity scheme. If the recommendations and directions of this award are implemented, the workmen will have a provident fund in which the Board's contribution will be equal to the contribution of the workmen; they will also get the bonus to which I have already referred; then there is a further indirect benefit by way of additional provident fund arising out of the scales which are being given and the consolidation under Issue 8. Taken all in all, the retirement benefits will be adequate having regard to the circumstances, and the claim for a scheme of gratuity is not allowed.

28. *Issue 8:* This issue is in following terms:

"Whether or not 50 per cent. of dearness allowance being paid to the workmen be merged with their pay?"

As to this issue there is the letter of the Central Government No. 25/3/G/L&C/55/13298-G/57/3551-G/D(C&L), dated 16th October 1957 directing that 50 per cent. of the dearness allowance will be merged with the basic pay of Cantonment fund servants in such cantonment boards whose adjacent neighbouring municipalities have also afforded this concession to their employees. I am afraid the latter qualification tends to create basic disparities between Cantonment and Cantonment, and reliance upon the practice of adjoining municipalities in a matter of consolidation of dearness allowance with basic is in my opinion unjustified. I direct that 50 per cent. of the dearness allowance will be merged with the pay of all cantonment fund servants, irrespective of the fact whether the adjacent/ neighbouring municipal committee also does so. The portion of dearness allowance consolidated shall count for provident fund, bonus, and travelling and daily allowance.

29. *Issue 9:* "Whether or not the workmen and their dependants should be allowed free medical aid?"

The workmen and their dependants do have free medical aid. A Cantonment Board runs either a hospital or a dispensary or some similar unit to attend to the medical requirements of the public as well as of their employees. In some small places these facilities are not present, in which case the employees go to the General Hospital. The main complaint of Cantonment employees is to the effect that if a particular medicine is required, which is not in stock, the Cantonment Board hospital or dispensary does not always procure that medicine, as in fact it should do, out of impress; if the employee himself purchases that medicine on a prescription given he is not later reimbursed. It appears that in the hospitals and dispensaries which are maintained by the Cantonment Board there is in constant attendance a qualified medical officer known as Sub-Charge; there is also a Medical Officer from the Army Medical Service who attends at the hospital or dispensary in the mornings. There have been cases where the Sub-Charge had prescribed a patent medicine for the employee to purchase, which the Army Medical Officer had later cancelled. There are also cases where acting on the prescription of the Sub-Charge the employee had purchased medicine outside and then had found difficulty in being reimbursed. Apparently the impress can be utilised only under orders of the Medical Officer who belongs to the Military Medical Service; he visits the hospital in the mornings, and it is said that at times his visits are very short and irregular, and that at other times he does not attend at all for he may be on tour. I direct that for the Cantonment Board



employees there should always be kept a sufficient stock of the required medicines and injections for which an imprest has been provided, and these drugs and injections should be available to the Cantonment employees and their families and dependants. The Sub-charge should be empowered to make purchase of replacements. As regards those places where the Cantonment itself does not provide hospital or dispensary facilities, the Cantonment Board should arrange with a local hospital for reservation of beds and for other treatment of the Cantonment employees and their families and dependants, so that requisite and adequate drugs and injections may be available for them. I also direct that Rules may be framed as to matters arising out of this issue in order to avoid uncertainty.

30. *Issue 10: "Whether or not the workmen employed in essential services should be allowed festival and other holidays as are allowed to the office staff?"*

The number of such holidays is high and cannot possibly be increased. It is 14 days in Ambala and a little less in other places. The essential staff, which means largely the sweepers, are allowed to take these holidays by rotation, and if a person is required to work on a holiday he is paid overtime. At other places the essential services work for half a day on such festival holidays, and it would be right that they should be compensated by being paid overtime for the half day they work. It is ordered accordingly. No further directions are necessary.

31. *Issue 11: "Whether clause (e) of sub-rule (1) of rule 8 of the Cantonment Fund Servants Rules, 1937 is unreasonable? If so in what manner should it be amended?"*

There is nothing unreasonable in this rule, but the employees contend that the principle of 'last come first go' has not been uniformly applied when retrenching. The Cantonment Boards must follow the general principles laid down by Section 25-G of the Industrial Disputes Act. There should be no difficulty as to the application of the rule of 'last come, first go' in a small compact body like the employees of a Cantonment Board. I direct accordingly.

32. *Issue 12: "Extension of service to the Cantonment Fund employees at the time of their retirement."*

By this issue the employees wish to raise the general question as to extension of service of an employee beyond the age of 55. Rule 22(1) of the Cantonment Fund Servants Rules 1937 cannot be impugned, and it provides that no Cantonment servant may be retained in the service of the Board after he attains the age of 55 except with the sanction of the General Officer Commanding-in-Chief, the Command. The Central Government by its letter No. 25/64/G/L&C/54/11025-LC/D(C&L) dated 2nd January 1956 (exhibit G) addressed to the Director, Military Lands and Cantonments, has indicated that in such matters due consideration must be given to the past record of service and to the policy obtaining in adjoining local bodies for employees of comparable status. There is however a letter on the record from one of the Deputy Directors (exhibit 31) which contains the following passage:

"Some time ago your C.E.O spoke to me with regard to this individual. I had explained to him that the G.O.C. in C has given explicit orders that no extension under any circumstances should be granted beyond the attainment of age of superannuation. \* \* In view of the above and in view of the fact that the G.O.C. in Chief is not likely to make any exception I would request you not to press for retention of Shri \_\_\_\_\_ beyond the age of 55 years."

The decision of the G.O.C. in C is clearly contrary to the Rule which has the force of an enactment. If a discretion is vested in an authority, that discretion must be duly exercised in every individual case separately, and the authority cannot be heard to say that that discretion will never be exercised. Thus there is considerable force in the complaint of the employees that the provisions of Rule 22(1) have been nullified. In matters of this kind no direction can be given because it is not that the Rules are defective, but simply that there has been no proper compliance with the rules; and it is for the Central Government to see that the matter is put on a correct basis. As regards the direction of the Central Government that in such matters the policy obtaining in adjoining local

bodies for employees of comparable status must also be considered, in my opinion a direction of this kind is contrary to the Rule, and apart from that it can lead to considerable disparities. It seems less than reasonable that because an adjoining municipality has been refusing extensions, the Cantonment should follow suit. This direction should be withdrawn.

33. Another point raised by the employees is to the effect that the Cantonment Boards of Jammu and Badami Bagh have been wrongly excluded from the Reference. In the view that I have taken, this Reference does not cover Jammu and Badami Bagh.

34. I agree with the view which has been presented to me that in the interests of efficiency it would be desirable that the supervisory staff of Cantonment Boards and sectional heads should be transferable from Cantonment to Cantonment at least within a State, and may be within a Command. If this idea could materialise, it would be possible for the more capable ones to move from Cantonments with a lower scale to more remunerative posts in larger Cantonments. Such transfers should not be spasmodic, and should be based upon proper desiderata to be fixed by rules; and on transfer an employee should not be adversely affected as to his emoluments or terms of service, and service in any Cantonment should count as service for all purposes. The suggestion contained in this paragraph if put into effect will counter any tendency of these categories becoming stale or too settled in their surrounding.

35. I give retrospective effect to the operation of this award as to wages (basic plus dearness allowance plus house rent allowance) from 1st April 1959.

36. At the commencement of this Reference I appointed two Assessors, one from either side, namely, Shri B. S. Kohli, Deputy Director of Military Lands and Cantonments, Southern Command, representing the Cantonments; and Shri Jai Gopal, Working President of the All India Cantonment Employees' Federation, representing the workmen. I was happy to have them as Assessors, as Shri Kohli is fully knowledgeable on all aspects of Cantonment administration, and Shri Jai Gopal has had extensive experience of labour's problems. I am grateful to them for their assistance and co-operation in this rather complex Reference. The representatives of both parties presented their cases with conviction; and I am particularly thankful to Shri K. Anantharaman for his able help with facts and figures given to me in minimum time; his knowledge of Cantonments was obviously extensive.

37. The employees have asked for costs. They were represented before me by Shri J. D. Bakshi, General Secretary of the Federation, and Shri Jaswant Singh, Legal Secretary. I direct that Shri J. D. Bakshi shall be regarded as having been on duty from the time that he left Ambala to attend the hearings at Delhi and Bombay till his return to Ambala and two days thereafter; being on duty he would also be entitled to the travelling and daily allowance which would be ordinarily admissible to him as an employee of the Cantonment Board. As regards other costs, I grant costs equivalent to first class travelling allowance to Delhi and to Bombay and return to Ambala to Shri Jaswant Singh as well as a daily allowance of Rs. 10 at both these places. Shri Jai Gopal will be paid according to Government rules; Shri Kohli will receive his travelling and daily allowance from his own department.

38. Now therefore I make my award in terms aforesaid.

*The wages given hereinafter to the 58 Cantonments shall be subject to the following conditions:*

For the purposes of fixing pay scales employees of Cantonment Boards with the exception of teaching and technical staff have been divided into categories, and a single scale of pay has been given to each category in all Cantonments falling within a State. Exception has been made in the case of Kamptee and Aurangabad Cantonments in Bombay for reasons stated in the award.

In Belgaum, Nasirabad and the Cantonments which were in the erstwhile Pepsu and Madhya Bharat States, where due to the reorganisation of States there has been a decrease in the rates of Dearness Allowance at some levels, the emoluments (Pay+D.A.) of the existing incumbents will be protected, and the amount which they are drawing at present in excess of the pay and dearness allowance given by this award will remain separate as personal pay. All new incumbents will get the wages given by this award.

Extra-duty allowance, special allowance in cash or kind, and interim and ad-interim increases of pay (excluding fixed conveyance allowance, hill or compensatory allowance, winter allowance and house rent allowance) at present attached to certain posts will be abolished with the exception of the following which will continue to be drawn as heretofore:—

**AGRA:**

- (i) Allowance of Rs. 7-50 p.m. to one mali for working as Head Mali. His pay plus this allowance will, however, not exceed Rs. 37-00 p.m.
- (ii) Post-graduate allowance of Rs. 50 p.m. to Sub-Assistant Surgeon.
- (iii) Lighting allowance of Rs. 10 p.m. to Water Supply Fitter.

**CHAKRATA:**

- (i) Garden allowance of Rs. 5 p.m. to Deputy Ranger.
- (ii) Allowance of Rs. 4 p.m. to Veterinary Compounder.

**LANSDOWNE:**

Cattle Pound allowance of Rs. 10 p.m. to Sanitary Inspector.

**MERUT:**

Fire Brigade allowance of Rs. 30 p.m. to Cantonment Engineer.

**ROORKEE:**

Library allowance of Rs. 10 p.m. to Record Keeper.

**SHAJAHANPUR:**

Allowance of Rs. 5 p.m. to Treasury Peon.

**BARRACKPORE:**

Police Allowance paid to hospital staff.

**DELHI:**

Special pay of Rs. 10 p.m. to Fire Master.

**AMBALA:**

- (i) Allowance of Rs. 4 p.m. to Head Mason.
- (ii) Fire Brigade Allowance of Rs. 30 p.m. to Water Supply Superintendent.

**AMRITSAR:**

- (i) Pound Keeper's allowance of Rs. 5 p.m. to one Clerk.
- (ii) Dog shooting allowance of Rs. 7 p.m. to one Chowkidar.

**FEROZEPORE:**

- (i) Fire Inspector's allowance of Rs. 10 to Fire Engine Driver.
- (ii) Library allowance of Rs. 15 p.m. to one Typist.

**BELGAUM:**

- (i) Lighting allowance of Rs. 5 p.m. and Fire Fighting allowance of Rs. 5 p.m. to Overseer.
- (ii) Heavy Duty Allowance of Rs. 10 p.m. to Fire Fighting Driver.

## CANNANORE:

- (i) Radio allowance of Rs. 10 p.m. to Clerk *cum* Bill Collector.
- (ii) Allowance of Rs. 2 p.m. to Head Cooly.

## MHOW:

- (i) Fire allowance of Rs. 20 p.m. to Head Mechanic.
- (ii) Store keeping allowance of Rs. 10 p.m. to Senior Compounder.
- (iii) Second Shift allowance of Rs. 5 p.m. to one Peon of Civil High School.
- (iv) Fire allowance of Rs. 4 p.m. to seven malis.
- (v) Mail allowance of Rs. 3 p.m. to Chowkidar of Girls High School.
- (vi) Mali allowance of Rs. 4 p.m. to Hospital Chowkidar.

## JABALPUR:

- (i) Daftri allowance of Rs. 2 p.m. to one Peon.
- (ii) Pathological allowance of Rs. 10 p.m. to Senior Dresser.
- (iii) Pipe Fitting allowance of Rs. 10 p.m. to Blacksmith

## ST. THOMAS' MOUNT:

- (i) Reading Room allowance of Rs. 10 p.m. to Record Clerk.
- (ii) Uniform allowance of Rs. 50 per annum to Sanitary Inspector.
- (iii) Allowance of Rs. 10 p.m. to one Peon for operating Park Radio.

## POONA:

- (i) Special pay of Rs. 20 p.m. to Hospital Clerk.
- (ii) Reward to Dog shooter of twenty-five naye paise per dog destroyed.

## AURANGABAD:

- (i) Garden allowance of Rs. 5 p.m. to Sanitary Inspector.
- (ii) Fire fighting allowance of Rs. 10 p.m. to Driver.

Such employees of Cantonments situated in Punjab as are drawing a temporary allowance of two annual increments will continue to draw it as long as the concession is available to employees of the corresponding categories serving under the State Government.

The existing and future incumbents of posts to which special allowances are attached and which are now abolished shall nevertheless continue to perform the same duties as hitherto.

Fixed conveyance allowance will continue to be drawn as at present. Hill or compensatory allowance, and winter allowances will be admissible at the same rates as are applicable to employees of the corresponding categories serving under the State Government. Wherever a junior clerk is in charge of the accounts or tax section or is working as cashier, he will draw a special pay of Rs. 10 per mensem in addition to the basic given. Junior clerks working as Steno-typists will draw a special pay of Rs. 20 per mensem unless otherwise specified in the schedules to this Award. Sweepers doing 'heavy' work, i.e. handling refuse or night soil in lorries or carts or in the trenching ground will be paid a special pay of Rs. 3 per mensem.

Wherever existing allowances and other additions to pay have been abolished, the allowance(s) at present being drawn will be treated as part of pay for fixation in the awarded scales. But it shall not be so if by this award similar allowances or additions to pay have been freshly given.

As to the teaching staff, Doctors, and Engineers (above the Overseer's grade), they will be entitled to pay and allowances at the same rates as are applicable from time to time to the corresponding categories of employees of similar status serving under the Government of the State in which the Cantonment is situated, provided that they hold the requisite qualifications laid down by the State Government. Doctors who are not allowed private practice will be given 25 per cent. of the basic pay as non-practising allowance, subject to a minimum of Rs. 75 per month.

In Bombay State junior clerks have been given the scale of Rs. 46—115, but if matriculates they will start at Rs. 55.

The word "qualified" used in the schedules means "possessing the requisite qualifications laid down by the State Government concerned for a corresponding post under it".

If an allowance is given for some special duty, like lighting allowance, and that duty is transferred to another category, the allowance will not necessarily follow.

Those employees whose scales have not been upgraded shall receive one increment upon implementation of this award, but not so as to exceed the maximum of the scale.

All increments hereafter shall fall due on 1st April of each year.

If an employee whose present emoluments are higher than those given by this award does not elect to continue in his existing scale, he shall be entitled to retain the excess as a personal pay.

If an employee opts for his present scale of pay, he shall not be entitled to any higher dearness allowance or other allowance given by this award. In the U.P. the pay of those categories who are now drawing dearness allowance at 25 per cent. of basic and some *ad hoc* increases shall be fixed in the new scale on the total emoluments less the dearness allowance given by this award.

If any category has been inadvertently omitted from the lists, in any cantonment, he shall be given a scale appropriate to his duties and responsibilities.

### STATE—UTTAR PRADESH

S. No.	Categories	Scales given by this Award
CANTONMENT—AGRA		
		Rs.
1.	Bhisti . . . . .	22—32
2.	Sweeper . . . . .	
3.	Beldar . . . . .	
4.	School Peon . . . . .	
5.	Maid Servant . . . . .	
6.	Loader/Filler . . . . .	
7.	Peon <i>cum</i> Chowkidar . . . . .	
8.	Mali Coolie . . . . .	
9.	Chowkidar . . . . .	
10.	Orderly . . . . .	
11.	Peon . . . . .	
12.	Mazdoor . . . . .	
13.	Lorry Cleaner . . . . .	
14.	Roadside Mali . . . . .	
15.	Mali . . . . .	
16.	Cooly . . . . .	
17.	Ward Servant . . . . .	32—37
18.	Motor Attendant and Electric Pump At- tendant . . . . .	32—47
19.	Daftri . . . . .	
20.	Safai Jemadari . . . . .	
21.	Trenching Ground Jemadar . . . . .	
22.	Vaccinator . . . . .	35—70
23.	Stand fee Collector . . . . .	45—65
24.	Teh Bazari Collector . . . . .	
25.	Motor Driver . . . . .	45—80

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
<b>CANTONMENT—AGRA—<i>contd.</i></b>		<b>Rs.</b>
27.	Fitter . . . . .	45—90
28.	Blacksmith . . . . .	
28.	Meter Reader . . . . .	
29.	Matron . . . . .	45—100
30.	Midwife . . . . .	
31.	Compounder . . . . .	
32.	Road Roller Driver <i>cum</i> Pump Attendant	60—90
33.	Tax Collector . . . . .	60—110
34.	Library Clerk . . . . .	
35.	Clerk <i>cum</i> Typist (now on 50—100 or or 60—120) . . . . .	
36.	Accounts Clerk . . . . .	
37.	Third Clerk . . . . .	
38.	Works Mistri . . . . .	
39.	Sanitary Overseer (Unqualified) . . . . .	60—120
40.	Draftsman . . . . .	60—150
41.	Sub-Overseer . . . . .	75—150
42.	Store-Keeper . . . . .	80—160. (A typist will be entitled to this scale only if he is a qualified Steno- grapher).
43.	Clerk <i>cum</i> Typist (now on Rs. 75—150)	
44.	Cashier . . . . .	
45.	Hackney Carriage Inspector . . . . .	
46.	Second Clerk . . . . .	(i) 90—180 (if qualified).
47.	Lands Clerk . . . . .	
48.	Vehicle Mechanic . . . . .	(ii) 75—150 (if not qualified).
49.	Filter (Water Supply) . . . . .	100—200
50.	Accountant . . . . .	
51.	Sanitary Superintendent . . . . .	150—250
52.	Revenue Superintendent . . . . .	
53.	Office Superintendent . . . . .	150—250 (with an initial pay of Rs. 200 for promotees).

## CANTONMENT—ALLAHABAD

		<b>Rs.</b>
1.	Peon . . . . .	22—32
2.	Chowkidar . . . . .	
3.	Mazdoor . . . . .	
4.	Mali-Mazdoor . . . . .	
5.	Lake-Jemadar . . . . .	
6.	Sepoy (Fort) . . . . .	
7.	Dai . . . . .	
8.	Bhisti . . . . .	
9.	Lorry Coolie . . . . .	
10.	Sweeper . . . . .	
11.	Cook . . . . .	32—37
12.	Nursing orderly . . . . .	
13.	Head Mali . . . . .	

STATE—UTTAR PRADESH—*contd.*

S.No.	Categories	Scales given by this Award
CANTONMENT—ALLAHBAD— <i>contd.</i>		
14.	Hammerman . . . . .	Rs. 32—47
15.	Dresser . . . . .	
16.	Sanitary Daroga . . . . .	
17.	Trenching Ground Daroga . . . . .	
18.	Vaccinator . . . . .	35—70
19.	Veterinary Asstt. . . . .	(i) 40—80 (if trained). (ii) 35—40 (if not trained).
20.	Mistry . . . . .	45—65
21.	Mason . . . . .	
22.	Pound Keeper . . . . .	
23.	Compounder . . . . .	(i) 45—100 (if trained). (ii) 46—65 (if not trained).
24.	Lorry Driver . . . . .	45—80
25.	Midwife . . . . .	(i) 45—100 (if qualified). (ii) 45—65 (if not qualified).
26.	Nurse . . . . .	60—100
27.	Tax Collector . . . . .	60—110
28.	Accounts Clerk . . . . .	
29.	Typist . . . . .	
30.	Asstt. Tax Clerk . . . . .	
31.	Record Keeper-cum-Despatcher . . . . .	
32.	Cashier . . . . .	80—160
33.	Draftsman . . . . .	
34.	Tax Inspector . . . . .	
35.	Accountant . . . . .	100—200
36.	Office Superintendent . . . . .	
37.	Sanitary Inspector . . . . .	120—210
38.	Building Overseer . . . . .	120—250

## CANTONMENT—ALMORA

1.	Peon . . . . .	22—32
2.	Chowkidar . . . . .	
3.	Sweeper . . . . .	
4.	Fuel Carrier . . . . .	
5.	Mali . . . . .	
6.	Forest Guard . . . . .	25—40
7.	Sanitary Overseer . . . . .	32—47
8.	Tax Collector-cum-Cashier . . . . .	60—110
9.	Head Clerk . . . . .	80—160

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—BANARAS

	Rs.
1. Bhisti . . . . .	} 22—32
2. Peon . . . . .	
3. Chowkidar . . . . .	
4. Cooly . . . . .	
5. Sweeper . . . . .	
6. Cleaner . . . . .	} 32—47
7. Mali . . . . .	
8. Jemadar . . . . .	} 45—65
9. Pound Keeper . . . . .	
10. Assistant Compounder . . . . .	
11. Tractor Driver . . . . .	45—80
12. Pump Attendant . . . . .	45—90
13. Compounder . . . . .	} (i) 45—100 (if qualified), (ii) 45—65 (if not qualified).
14. Midwife . . . . .	
15. Assistant Clerk . . . . .	} 60—110
16. Cashier-cum-Tax Collector . . . . .	
17. Accountant . . . . .	
18. Head Clerk . . . . .	80—160
19. Sanitary Inspector . . . . .	120—210

## CANTONMENT—BAREILLY

1. Road, Latrine or Drain Sweeper . . . . .	} 22—32
2. Cart Driver . . . . .	
3. Beldar . . . . .	
4. Lorry Loader . . . . .	
5. Cooly . . . . .	
6. Bhisti . . . . .	
7. Chowkidar . . . . .	
8. Male Coolie . . . . .	
9. Office Chowkidar . . . . .	
10. Peon . . . . .	
11. Mali . . . . .	} 32—37
12. Cleaner . . . . .	
13. Road Coolie . . . . .	
14. Ward Servant . . . . .	} 32—47
15. Head Mali . . . . .	
16. Trench Mate . . . . .	} 35—70
17. Conservancy Jemadar . . . . .	
18. Dresser . . . . .	
19. Road Mate . . . . .	
20. Peon-cum-Daftari . . . . .	
21. Vaccinator . . . . .	
22. Junior Water Pump fitter . . . . .	} 45—65
23. Asstt. Mistry . . . . .	
24. Market Inspector . . . . .	
25. Pound Keeper-cum-Market-Moharrir . . . . .	



STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—BAREILLY—*contd.*

Rs.

26.	Lorry Driver . . . . .	45—80
27.	Meter Reader . . . . .	45—90
28.	Carpenter . . . . .	
29.	Blacksmith . . . . .	
30.	Midwife . . . . .	(i) 45—100 (if qualified). (ii) 45—65 (if not qualified)
31.	Compounder . . . . .	
32.	Revenue Clerk . . . . .	60—110
33.	Cashier . . . . .	
34.	Record Keeper . . . . .	
35.	Typist . . . . .	
36.	Storekeeper— <i>cum</i> —Accounts Clerk . . . . .	
37.	School Clerk . . . . .	
38.	Asstt. Sanitary Inspector (unqualified) . . . . .	60—120
39.	General Clerk . . . . .	80—160
40.	Tax Inspector . . . . .	
41.	Accountant . . . . .	
42.	Head Clerk . . . . .	120—230
43.	Sanitary Inspector . . . . .	120—210
44.	Overseer . . . . .	120—250

## CANTONMENT—CHAKRATA

1.	Sweeper . . . . .	22—32
2.	Peon . . . . .	
3.	Female Peon . . . . .	
4.	Chowkidar . . . . .	
5.	Octroi and Toll Tax Peon . . . . .	
6.	Tax Peon . . . . .	
7.	Lamp Lighter . . . . .	25—40
8.	Forest Mali . . . . .	
9.	Ornamental Mali . . . . .	
10.	Forest Guard . . . . .	32—37
11.	Conservancy Jemadar . . . . .	32—47
12.	Head Conservancy Jemadar . . . . .	
13.	Daftri . . . . .	
14.	Veterinary Compounder . . . . .	(i) 40—80 (if trained) (ii) 35—40 (if untrained)
15.	Octroi/Toll Tax Moharrir . . . . .	45—65
16.	Forester . . . . .	60—110
17.	Typist . . . . .	
18.	Tax Clerk . . . . .	
19.	General Clerk . . . . .	
20.	School Clerk . . . . .	
21.	Octroi Inspector . . . . .	
22.	Tax Inspector . . . . .	75—120
23.	Cashier . . . . .	
24.	Deputy Ranger . . . . .	
25.	Accountant . . . . .	80—160
26.	Octroi Superintendent . . . . .	

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—CHAKRATA—*contd.*

	Rs.
27. Head Clerk . . . . .	100—200
28. Sanitary Inspector . . . . .	120—210
29. Overseer . . . . .	120—250

## CANTONMENT—CLEMENT TOWN

1. Office Peon . . . . .	} 22—32	
2. School Chowkidar . . . . .		
3. Latrine Sweeper . . . . .		
4. Road and Drain Sweeper . . . . .		
5. Loader . . . . .		
6. Dumper . . . . .		
7. Trenching and S. T. Beldar . . . . .		
8. Mali . . . . .		
9. Cart Driver . . . . .		
10. Conservancy Jemadar . . . . .		32—47
11. Pound Keeper . . . . .		45—65
12. Lorry Driver . . . . .	} 45—80	
13. Tractor Driver . . . . .		
14. Workshop Mistry . . . . .	} 45—90	
15. Assistant Mechanic . . . . .		
16. Revenue Clerk . . . . .	} 60—110	
17. Miscellaneous Clerk . . . . .		
18. Head Clerk-cum-Accountant . . . . .		80—160
19. Motor Mechanic . . . . .		(i) 90—180 (if qualified). (ii) 75—150 (if not qualified).
20. Cantonment Superintendent . . . . .		(i) 120—210 (if a qualified Sanitary Inspector). (ii) 120—250 (if a qualified Overseer).

## CANTONMENT—DEHRA DUN

1. Office Peon . . . . .	} 22—32	
2. Chowkidar . . . . .		
3. Mazdoor . . . . .		
4. Bhlisti . . . . .		
5. Canal Beldar . . . . .		
6. Maid Servant . . . . .		
7. Slaughter House Beldar . . . . .		
8. Road and Latrine Sweeper . . . . .		
9. Lorry Sweeper . . . . .		
10. Trenching Ground Beldar . . . . .		
11. Mali . . . . .		

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—DEHRA DUN—*contd.*

Rs.

12. Conservancy Jemadar . . . . .	}	32—47
13. Anti Malaria Mate . . . . .		
14. Dresser . . . . .		
15. Pound Keeper . . . . .	}	45—65
16. Assistant Mistry . . . . .		
17. Lorry Driver . . . . .		45—80
18. Blacksmith . . . . .	}	45—90
19. Pipe-fitter-cum-Chowkidar . . . . .		
20. Assistant Motor Mechanic . . . . .		
21. Compounder . . . . .		(i) 45—100 (if qualified). (ii) 45—65 (if unqualified).
22. Tax Collector . . . . .	}	60—110
23. Assistant Sanitary Inspector-cum-Additional Tax Collector . . . . .		
24. Tax Clerk . . . . .		
25. Clerk . . . . .		
26. Store-Keeper . . . . .		
27. Second Clerk-cum-Cashier . . . . .	}	80—160
28. Accountant . . . . .		
29. Motor Mechanic . . . . .		(i) 90—180 (if qualified). (ii) 75—150 (if not qualified).
30. Head Clerk . . . . .		100—200
31. Sanitary Inspector . . . . .		120—210
32. Overseer . . . . .		120—250

## CANTONMENT—FAIZABAD

1. Peon . . . . .	}	22—32
2. Chowkidar . . . . .		
3. Mali . . . . .		
4. Cooly . . . . .		
5. Bhusti . . . . .		
6. Sweeper . . . . .		
7. Conservancy Jemadar . . . . .	}	32—47
8. Dresser-cum-Chowkidar . . . . .		
9. Hammerman . . . . .		
10. Pound Keeper . . . . .	}	45—65
11. Wireman . . . . .		
12. Tax Collector (now on Rs. 30—35) . . . . .		
13. Lorry Driver . . . . .		45—80
14. Blacksmith . . . . .		45—90

STATE—UTTAR PRADESH—*contd.*

S. No.                      Categories                      Scales given by this Award

CANTONMENT—FAIZABAD—*contd.*

	Rs.
15. Compounder . . . . .	(i) 45—100 (if trained). (ii) 45—65 (if untrained).
16. Midwife . . . . .	
17. Tax Collector . . . . .	60—110
18. General Clerk-cum-Typist . . . . .	
19. Cashier . . . . .	
20. Accountant . . . . .	
21. Sub-Overseer-cum-Draftsman . . . . .	(i) 75—150 (if qualified). (ii) 65—120 (if not qualified).
22. Head Clerk . . . . .	80—160
23. Sanitary Inspector . . . . .	120—210

## CANTONMENT—FATEGARH

1. Chowkidar . . . . .	22—32
2. Peon . . . . .	
3. Sweeper . . . . .	
4. Beldar (Mali) . . . . .	
5. Conservancy Jemadar . . . . .	32—47
6. Pound-Keeper . . . . .	45—65
7. Tractor Driver . . . . .	45—80
8. Compounder . . . . .	(i) 45—100 (if trained). (ii) 45—65 (if not trained).
9. Tax Collector . . . . .	60—110
10. Assistant Clerk . . . . .	
11. Head Clerk . . . . .	80—160
12. Overseer-cum-Sanitary Inspector . . . . .	(i) 120—210 (if a qualified Sanitary Inspector). (ii) 120—250 (if a qualified Overseer).

## CANTONMENT—JHANSI

1. Water Carrier . . . . .	22—32
2. Mazdoor . . . . .	
3. Peon . . . . .	
4. Chowkidar . . . . .	
5. Sweeper . . . . .	
6. Head Mali . . . . .	32—37
7. Nurse-Dai . . . . .	
8. Nursing Orderly . . . . .	
9. Dresser . . . . .	32—47
10. Daftri . . . . .	
11. Safai Havildar . . . . .	

STATE—UTTAR PRADESH—*contd.*

S. No. Categories Scales given by this Award

CANTONMENT—JHANSI—*contd.*

	Rs.
12. Pound Keeper . . . . .	45—65
13. Vehicle Driver (Motor) . . . . .	45—80
14. Electric Mistry . . . . .	45—90
15. Engine Driver . . . . .	
16. Fitter . . . . .	
17. Mechanic . . . . .	
18. Compounder . . . . .	(i) 45—100 (if trained). (ii) 45—65 (if untrained).
19. Nurse-cum-Midwife . . . . .	
20. Tax Clerk . . . . .	60—110
21. Record Clerk . . . . .	
22. Typist . . . . .	
23. Cashier . . . . .	
24. Assistant Sanitary Inspector (unqualified)	60—120
25. Tax Inspector . . . . .	80—160
26. Accountant . . . . .	
27. Office Superintendent . . . . .	100—200
28. Sanitary Inspector . . . . .	120—210
29. Cantonment Overseer . . . . .	120—250

CANTONMENT—KANPUR

1. Waterman . . . . .	22—32
2. Chowkidar . . . . .	
3. Peon . . . . .	
4. Garden Mazdoor . . . . .	
5. Bhisti . . . . .	
6. Sweeper . . . . .	
7. Beldar Sweeper . . . . .	
8. Lifter . . . . .	
9. Recepracle Washer . . . . .	
10. Conservancy Cart Driver . . . . .	
11. Relieving Sweeper and Lifter . . . . .	
12. Lorry Cleaner . . . . .	
13. Cook . . . . .	32—37
14. Nursing Orderly . . . . .	
15. Head Mahi . . . . .	
16. Dog Shooter . . . . .	32—47
17. Mate . . . . .	
18. Conservancy Jemadar . . . . .	
19. Jemadar Peon . . . . .	
20. Daftri . . . . .	
21. Matron/Ayah . . . . .	
22. Lady Dresser . . . . .	
23. Vaccinator . . . . .	35—70
24. Assistant to Draftsman . . . . .	45—65
25. Pound Keeper . . . . .	
26. Assistant Compounder . . . . .	
27. Sanitary Supervisor . . . . .	
28. Lorry Driver . . . . .	45—80
29. Pump Driver . . . . .	45—90

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—KANPUR—*contd.*

Rs.

30. Compounder . . . . .	}	(i) 45—100 (if trained).
31. Midwife . . . . .		(ii) 45—65 (if untrained).
32. Nurse . . . . .	}	60—100
33. Tax Collector . . . . .		
34. Assistant Record Keeper . . . . .	}	60—110
35. Despatcher . . . . .		
36. Assistant Tax Clerk . . . . .	}	60—110
37. Store-Keeper . . . . .		
38. Typist . . . . .	}	60—110
39. Accounts Clerk . . . . .		
40. Record Keeper . . . . .	}	60—150
41. Tax Clerk . . . . .		
42. Clerk . . . . .	}	60—150
43. Draftsman . . . . .		
44. Lands Clerk . . . . .	}	80—160
45. Committee Clerk . . . . .		
46. Cashier . . . . .	}	80—160
47. E. & M. Fitter . . . . .		
		(i) 90—180 (if qualified).
		(ii) 75—150 (if not qualified).
48. Accountant . . . . .	}	100—200
49. Tax Superintendent . . . . .		
50. Sanitary Inspector . . . . .	}	120—210 (if qualified).
51. S.D.O. . . . .		
52. Overseer . . . . .	}	120—250
53. Sanitary Superintendent . . . . .		
54. Office Superintendent . . . . .	}	150—250

## CANTONMENT—LANDOUR

1. Sweeper (temporary) . . . . .	}	22—32
2. Sweeper (permanent) . . . . .		
3. Chowkidar . . . . .	}	32—47
4. Peon . . . . .		
5. Safai Naik . . . . .	}	60—110
6. Tax Collector . . . . .		
7. Assistant Clerk . . . . .	}	80—160
8. Head Clerk-cum-Accountant-cum-Store-keeper-cum-Cashier-cum-Record-Keeper . . . . .		
9. Sanitary Inspector . . . . .	}	(i) 120—210 (if a qualified Sanitary Inspector).
		(ii) 120—250 (if a qualified Overseer).

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—LANSLOWNE

1.	Toll Peon . . . . .	} Rs.  22—32
2.	Garden Cooly . . . . .	
3.	C. W. C. Peon . . . . .	
4.	Chowkidar I. D. Ward . . . . .	
5.	Peon and Chowkidar . . . . .	
6.	Drain Bhisti . . . . .	
7.	Sweeper . . . . .	
8.	Mali . . . . .	
9.	Tax Peon . . . . .	
10.	Forest Guard . . . . .	25—40
11.	Ward Boy . . . . .	} 32—37
12.	Cook . . . . .	
13.	Science Bearer . . . . .	
14.	Safai Naik . . . . .	} 32—47
15.	Daftri . . . . .	
16.	Dresser . . . . .	
17.	Toll Moharrir . . . . .	} 45—65
18.	Lineman . . . . .	
19.	Resin Moharrir . . . . .	
20.	Compounder . . . . .	} (i) 45—100 (if trained). (ii) 45—65 (if untrained).
21.	Assistant Midwife . . . . .	
22.	Head Toll Moharrir . . . . .	} 60—110
23.	Accounts Clerk . . . . .	
24.	Record Keeper cum Despatcher . . . . .	
25.	Typist . . . . .	
26.	Meter Reader cum General Clerk . . . . .	
27.	Hospital Clerk cum Store-Keeper . . . . .	
28.	Tax Clerk . . . . .	
29.	Tax Inspector . . . . .	} 60—110
30.	Store Keeper cum Cashier . . . . .	
31.	Accountant . . . . .	
32.	Head Clerk . . . . .	100—200
33.	Sanitary Inspector . . . . .	(i) 120—210 (if qualified). (ii) 60—120 (if not qualified).
34.	Overseer . . . . .	120—250

## CANTONMENT—LUCKNOW

1.	Peon . . . . .	} 22—32
2.	Chowkidar . . . . .	
3.	Herdsmen . . . . .	
4.	Mali Coolie . . . . .	
5.	Bhisti . . . . .	
6.	Anti-Malaria Cooly . . . . .	
7.	Sweeper . . . . .	
8.	Mali . . . . .	
9.	Cleaner . . . . .	
10.	P. W. D. Cooly . . . . .	
11.	Beldar . . . . .	

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—LUCKNOW—*contd.*

		Rs.
12.	Ward Boy . . . . .	32—37
13.	Nursing Orderly . . . . .	
14.	Assistant Safai Naik . . . . .	
15.	Safai Naik . . . . .	32—47
16.	Jamadar Peon . . . . .	
17.	P. W. D. Mate . . . . .	
18.	Dog Shooter . . . . .	
19.	Vaccinator . . . . .	35—70
20.	Painter . . . . .	45—65
21.	Bazaar Munshi . . . . .	
22.	Pound Keeper . . . . .	
23.	Driver . . . . .	45—80
24.	Mason . . . . .	45—90
25.	Blacksmith . . . . .	
26.	Meter Reader . . . . .	
27.	Carpenter . . . . .	
28.	Lineman . . . . .	
29.	Compounder . . . . .	(i) 45—100 (if trained). (ii) 45—65 (if untrained).
30.	Midwife . . . . .	
31.	Nurse . . . . .	60—100
32.	Garden Supervisor . . . . .	60—110
33.	Cashier . . . . .	
34.	Typist . . . . .	
35.	Accounts Clerk . . . . .	
36.	Record Clerk . . . . .	
37.	Despatcher . . . . .	
38.	Bill Clerk . . . . .	
39.	Revenue Clerk . . . . .	
40.	Conservancy Clerk . . . . .	
41.	Draftsman . . . . .	60—150
42.	Senior Tax Clerk . . . . .	80—160
43.	Tax Inspector . . . . .	
44.	H. C. Inspector . . . . .	
45.	Store-Keeper . . . . .	
46.	Lands <i>cum</i> Committee Clerk . . . . .	
47.	Electrical and Mechanical Mistry . . . . .	(i) 90—180 (if qualified). (ii) 75—150 (if not qualified).
48.	Accountant . . . . .	100—200
49.	Tax Superintendent . . . . .	
50.	Sanitary Inspector . . . . .	120—210
51.	Overseer . . . . .	120—250
52.	Office Superintendent . . . . .	150—250



STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—MATHURA

	Rs.
1. Office Chowkidar . . . . .	22—32
2. Office Peon . . . . .	
3. Bhisti . . . . .	
4. Sweeper . . . . .	
5. Mali . . . . .	
6. Conservancy Jemadar . . . . .	32—47
7. Pound Keeper . . . . .	45—65
8. Sanitary Supervisor . . . . .	
9. Tractor Driver . . . . .	45—80
10. Blacksmith . . . . .	45—90
11. Tax Collector . . . . .	60—110
12. Record Keeper <i>cum</i> Accounts Clerk . . . . .	
13. Tax Clerk . . . . .	
14. General Clerk . . . . .	
15. Head Clerk . . . . .	80—160
16. Overseer . . . . .	120—250

## CANTONMENT—MEERUT

1. Bhisti . . . . .	22—32
2. Sweeper . . . . .	
3. Peon . . . . .	
4. Lamp Lighter . . . . .	
5. Mazdoor . . . . .	
6. Chowkidar . . . . .	
7. Waterman . . . . .	
8. Tree-tending Mali . . . . .	
9. Chowkidar <i>cum</i> Mali . . . . .	
10. Mazdoor . . . . .	
11. Beldar Mazdoor . . . . .	
12. Anti-Malaria Mazdoor . . . . .	
13. Road Roller Cleaner . . . . .	
14. Cook . . . . .	32—37
15. Female Ward Servant . . . . .	
16. Male Ward Servant . . . . .	
17. Fireman . . . . .	
18. Bellowman . . . . .	
19. Dhobi . . . . .	
20. Nursing Orderly . . . . .	
21. Head Mali . . . . .	
22. CEO's Orderly . . . . .	32—47
23. Treasury Peon . . . . .	
24. Dresser . . . . .	
25. Dog Shooter . . . . .	
26. Mate . . . . .	
27. Vaccinator . . . . .	35—70
28. Veterinary Inspector . . . . .	40—80

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—MEERUT—*contd.*

Rs.

29. Pound Keeper		
30. Tracer		
31. Assistant Mechanic		
32. Lighting Overseer		
33. Sanitary Overseer		45—65
34. Compounder (Untrained)		
35. Library Peon <i>cum</i> Munshi		
36. Ground Rent Moharrir		
37. Market Moharrir		
38. Lorry Driver		45—80
39. Blacksmith		
40. Carpenter		45—90
41. Mason		
42. Compounder (Trained)		45—100
43. Compounder (Trained) <i>cum</i> Store-Keeper		
44. Midwife		(i) 45—100 (if trained), (ii) 45—65 (if untrained).
45. Electrician (unqualified)		45—100
46. Road Roller Driver		60—90
47. Nurse		60—100
48. Garden Supervisor		
49. Library Clerk		
50. Assistant Record Keeper		
51. School Clerk		60—110
52. Third Grade Clerk		
53. Second Grade Clerk		
54. Assistant Draftsman		60—120
55. Draftsman		60—150
56. Mechanic		75—150
57. First Grade Clerk		
58. Accounts Clerk		
59. Record Keeper		
60. Cashier		
61. Tax Inspector		80—160
62. Revenue Clerk		
63. General Clerk		
64. Typist (now on Rs. 75—150)		
65. Store-Keeper		
66. Lands Clerk		100—200
67. Building Clerk		
68. Sanitary Inspector		120—210
69. Cantonment Overseer		120—250
70. Tax Supervisor		
71. Accountant		150—250
72. Chief Sanitary Inspector		
73. Office Superintendent		200—300

NOTE :—A Typist will be entitled to the scale Rs. 80—160 only if he is a qualified Stenographer.

STATE—UTTAR PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—NAINITAL

Rs.

1. Senior Peon . . . . .	}	22—32
2. Junior Peon . . . . .		
3. Dispensary Peon . . . . .		
4. Chowkidar . . . . .		
5. Sweeper . . . . .		
6. Bhisti . . . . .		
7. Mazdoor . . . . .		
8. Cantonment Mali . . . . .		
9. Junior Forest Guard . . . . .	}	25—40
10. Senior Forest Guard . . . . .		
11. Safai Naik . . . . .		32—47
12. Electric Lineman . . . . .		45—65
13. Compounder . . . . .	}	(i) 45—100 (if trained).
14. Midwife . . . . .		(ii) 45—65 (if not trained).
15. General Clerk <i>cum</i> Typist . . . . .	}	60—110
16. Tax Collector <i>cum</i> Cashier <i>cum</i> Despatcher.		
17. Accountant <i>cum</i> Storckeeper . . . . .		
18. Sanitary Inspector <i>cum</i> Vaccinator (un-qualified) . . . . .		60—120
19. Head Clerk and Accountant . . . . .		80—160
20. Sub-Overseer (qualified) . . . . .		75—150

## CANTONMENT—RANIKHET

1. Peon . . . . .	}	22—32
2. Chowkidar . . . . .		
3. Mazdoor . . . . .		
4. Bhisti . . . . .		
5. Grass Cutter . . . . .		
6. Sweeper . . . . .		
7. Mali . . . . .		
8. Forest Guard . . . . .		25—40
9. Assistant Safai Havildar . . . . .	}	32—37
10. Head Mali . . . . .		
11. Safai Havildar . . . . .	}	32—47
12. Mate . . . . .		
13. Vaccinator . . . . .		35—70
14. Assistant Lineman . . . . .	}	45—65
15. Moharrir . . . . .		

STATE—UTTAR PRADĒSH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—RANI KHET—*contd.*

Rs.

16.	Head Lineman	. . . . .	} 45—90
17.	Mason	. . . . .	
18.	Carpenter	. . . . .	
	Blacksmith	. . . . .	
	Forester	. . . . .	45—100
21.	Compounder	. . . . .	} (i) 45—100 (if trained). (ii) 45—65 (if untrained).
22.	Midwife	. . . . .	
23.	Tax Collector	. . . . .	} 60—110
24.	Clerk	. . . . .	
25.	Bazaar Supervisor	. . . . .	
26.	Store-Keeper	. . . . .	
27.	Cashier	. . . . .	
28.	Sub-Overseer (Qualified)	. . . . .	75—150
29.	Accountant	. . . . .	} 80—160
30.	Toll Superintendent	. . . . .	
31.	Tax Superintendent	. . . . .	
32.	Head Clerk	. . . . .	120—230
33.	Sanitary Superintendent	. . . . .	120—210
34.	Ranger	. . . . .	120—300

## CANTONMENT—ROORKEE

1	Peon	. . . . .	} 22—32
2	Chowkidar	. . . . .	
3	Anti Malaria Mazdoor.	. . . . .	
4	Bhisti.	. . . . .	
5	Sweeper	. . . . .	
6	Tree Tender	. . . . .	
7	Dog Shooter	. . . . .	} 32—47
8	Safai Mate	. . . . .	
9	Cart Repairer	. . . . .	
10	Pound Keeper	. . . . .	45—65
11	Tractor Driver	. . . . .	} 45—80
12	M. T. Driver	. . . . .	
13	Lineman	. . . . .	45—90
14	Compounder	. . . . .	} (i) 45—100 (if trained). (ii) 45—65 (if untrained).
15	Midwife	. . . . .	
16	Tax Clerk	. . . . .	} 60—110
17	Tax Collector cum Store-Keeper.	. . . . .	
18	Record Keeper	. . . . .	
19	Cashier.	. . . . .	
20	Accountant	. . . . .	
21	Head Clerk	. . . . .	80—160
22	Sanitary Inspector cum Overseer.	. . . . .	(i) 120—210 (if a qualified Sanitary Inspector) (ii) 120—250 (if a qualified Overseer).

STATE—UTTAR PRADESH—*concl.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—SHAHJAHANPUR

	Rs.
1. Peon . . . . .	} 22—32
2. Chowkidar . . . . .	
3. Treasury Peon . . . . .	
4. Lamp Lighter . . . . .	
5. Bhisti . . . . .	
6. Latrine Sweeper . . . . .	
7. Road Sweeper . . . . .	
8. Beldar . . . . .	
9. Mali . . . . .	
10. Workshop Cooly . . . . .	} 32—47
11. Conservancy Jemadar . . . . .	
12. Pound Keeper . . . . .	45—65
13. M. T. Driver . . . . .	45—80
14. Workshop Mistri . . . . .	45—90
15. Compounder . . . . .	(i) 45—100 (if trained), (ii) 45—65 (if not trained).
16. Revenue Clerk . . . . .	} 60—110
17. Clerk . . . . .	
18. General Clerk <i>cum</i> Cashier . . . . .	
19. Accountant . . . . .	} 80—160
20. Head Clerk . . . . .	
21. Sanitary Inspector . . . . .	120—210
22. Overseer (qualified) . . . . .	120—250

## STATE—WEST BENGAL

## CANTONMENT—BARRACKPORE

1. Hospital Sweeper—Male or Female . . . . .	} 20—25
2. Sweeper—Male or Female . . . . .	
3. Lorry Sweeper . . . . .	
4. Bhisti . . . . .	
5. Hospital Mali . . . . .	
6. Office Mali . . . . .	} 25—30
7. Office Peon (now on Rs. 25—35) . . . . .	
8. Peon . . . . .	} 25—40
9. Office Guard . . . . .	
10. Hospital Cook . . . . .	} 55—80
11. Ward Servant . . . . .	
12. Nursing Orderly . . . . .	} 55—100
13. Conservancy Jemadar . . . . .	
14. Office Peon (now on Rs. 25—45) . . . . .	} 55—115
15. Dresser . . . . .	
16. Female Nurse . . . . .	} 75—100
17. Compounder . . . . .	
18. Lorry Driver . . . . .	} 75—180
19. Tractor Driver . . . . .	
20. Record Clerk . . . . .	} 80—160
21. Tax Collector . . . . .	
22. Tax Clerk . . . . .	} 100—200 (if qualified), 100—150 (if not qualified).
23. Tax Inspector . . . . .	
24. Typist Clerk . . . . .	} 100—200
25. Matron . . . . .	
26. Sanitary Inspector . . . . .	} 100—200
27. Tax Superintendent . . . . .	
28. Second Clerk . . . . .	} 100—200
29. Overseer . . . . .	
30. Head Clerk and Accountant . . . . .	} 100—200

STATE—WEST BENGAL—*contd.*

S. No.                      Categories                      Scales given by this Award

## CANTONMENT—JALAPAHAR.

Rs.

1.	Public Works Mazdoor.	. . . . .	} 20—25
2.	Forest Mazdoor . . . . .		
3.	Mali . . . . .		
4.	Chowkidar . . . . .		
5.	Mali <i>cum</i> Peon . . . . .		
6.	Conservancy Mazdoor . . . . .		
7.	Sweeper . . . . .		
8.	Chaprasī . . . . .		
9.	Ayah <i>cum</i> Sweeper . . . . .		
10.	Forest Guard . . . . .	25—30	
11.	Sweeper Jamadar . . . . .	25—40	
12.	Compounder <i>cum</i> Dresser . . . . .	55—100	
13.	Clerk . . . . .	55—115	
14.	Nurse <i>cum</i> midwife . . . . .	75—100	
15.	Overseer <i>cum</i> Sanitary Inspector . . . . .	(i) 75—180 (if a qualified Sanitary Inspector) (ii) 100—200 (if a qualified Overseer).	
16.	Cantonment Superintendent . . . . .	80—160	

## CANTONMENT—LEBONG

1.	Public Works Cooly . . . . .	} 20—25
2.	Mali . . . . .	
3.	Chowkidar . . . . .	
4.	Mali <i>cum</i> Peon . . . . .	
5.	Sweeper . . . . .	
6.	Office Peon. . . . .	
7.	Ayah <i>cum</i> Sweeper . . . . .	
8.	Forest Guard . . . . .	25—30
9.	Sweeper Jamadar . . . . .	25—40
10.	Compounder . . . . .	55—100
11.	Clerk. . . . .	55—115
12.	Nurse <i>cum</i> Midwife. . . . .	75—100
13.	Cantonment Superintendent. . . . .	80—160

## STATE—ASSAM

## CANTONMENT—SHILLONG

1.	Sweeper—Male or Female . . . . .	} 28—38
2.	Mali . . . . .	
3.	Chowkidar . . . . .	
4.	Mazdoor . . . . .	
5.	Peon . . . . .	
6.	Attendant . . . . .	38—43
7.	Jamadar . . . . .	} 38—53
8.	Head Jamadar . . . . .	
9.	Driver. . . . .	60—90
10.	Water Mistri . . . . .	60—100
11.	Compounder . . . . .	} 65—125
12.	Tax Clerk <i>cum</i> Collector . . . . .	
13.	Assistant Clerk . . . . .	
14.	Assistant Clerk <i>cum</i> Typist . . . . .	
15.	Nurse <i>cum</i> Midwife . . . . .	(i) 75—150 (if a qualified nurse). (ii) 60—100 (if a qualified midwife).
16.	Sanitary Inspector . . . . .	(i) 75—150 (if qualified). (ii) 60—100 (if not qualified).
17.	Second Clerk <i>cum</i> Accountant . . . . .	80—160
18.	Sub-Overseer . . . . .	100—200
19.	Head Clerk . . . . .	100—200

STATE—BIHAR

S. No.

Categories

Scales given by this Award.

CANTONMENT—DINAPORE

Rs.

1.	Maid Servant . . . . .	}	23—28
2.	Khalasi . . . . .		
3.	Trench Sweeper . . . . .		
4.	Trench Digger . . . . .		
5.	Public Latrine Sweeper . . . . .		
6.	Filth Remover . . . . .		
7.	Drain Sweeper . . . . .		
8.	Cesspool Sweeper . . . . .		
9.	Rubbish Lorry Mazdoor . . . . .		
10.	Cart Driver . . . . .		
11.	Cattle Feeder . . . . .	}	28—33
12.	Road Sweeper . . . . .		
13.	Bhisti . . . . .	}	28—43
14.	Mali . . . . .		
15.	Chowkidar . . . . .	}	30—40
16.	Peon . . . . .		
17.	Head Mali . . . . .	}	35—55
18.	Conservancy Jemadar . . . . .		
19.	Plumbing Mistry . . . . .	}	40—60
20.	Market Moharrir . . . . .		
21.	Vaccinator . . . . .	}	50—90
22.	Pound Keeper . . . . .		
23.	Revenue Collector (now on Rs. 30—46) . . . . .	}	(i) 75—125 (if qualified). (ii) 60—100 (if not qualified).
24.	Market Supervisor . . . . .		
25.	Assistant Pump Driver . . . . .	}	80—160
26.	Mason . . . . .		
27.	Rubbish Lorry Driver . . . . .	}	(i) 100—190 (if qualified). (ii) 75—180 (if not qualified).
28.	Lorry Driver . . . . .		
29.	Tractor Driver . . . . .	}	100—200.
30.	Pumping Plant Mistry . . . . .		
31.	Electric Mistry . . . . .	}	
32.	Typist and Correspondence Clerk . . . . .		
33.	Tax Clerk . . . . .	}	
34.	Clerk . . . . .		
35.	Revenue Collector (now on Rs. 40—50) . . . . .	}	
36.	Cashier . . . . .		
37.	Store-keeper cum Meter Reader . . . . .	}	
38.	Tax Darogha . . . . .		
39.	Sanitary Inspector . . . . .	}	
40.	Lands Clerk cum Record Keeper . . . . .		
41.	Accountant . . . . .	}	
42.	Overseer . . . . .		
43.	Head Clerk . . . . .	}	

CANTONMENT—RAMGARH

1.	School Ayah . . . . .	}	23—28
	Mali cum Peon . . . . .		
	Sweeper Male or Female . . . . .		
	Bhisti . . . . .		
	Mazdoor . . . . .		
6.	Mali Mazdoor . . . . .	}	28—33
7.	Ayah . . . . .		
8.	Chowkidar . . . . .		
9.	Peon . . . . .		
10.	Executive Officer's Orderly . . . . .		
11.	Hospital Cook . . . . .	}	
12.	Ward Orderly . . . . .		
13.	Disinfecter . . . . .		
14.	Trained Mali . . . . .	}	

STATE—BIHAR—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—RAMGARH—*contd.*

	Rs.
15. Sanitary Darogha . . . . .	} 28—43
16. Mazdoor Mate . . . . .	
17. Dresser . . . . .	
18. Vaccinator . . . . .	30—40
19. Cattle Pound Keeper . . . . .	35—55
20. Lorry Driver . . . . .	40—60
21. Midwife <i>cum</i> Dai . . . . .	} 45—75
22. Compounder . . . . .	
23. Store-Keeper . . . . .	} 50—90
24. Typist . . . . .	
25. General Clerk . . . . .	
26. Tax Collector . . . . .	
27. Nurse and Midwife . . . . .	(i) 60—100 (if a qualified Nurse). (ii) 45—75 (if a qualified Midwife).
28. Mechanic . . . . .	75—125.
29. Sanitary Inspector . . . . .	(i) 75—125 (if qualified). (ii) 60—100 (if not qualified).
30. Accountant . . . . .	80—160
31. Overseer . . . . .	(i) 100—190 (if qualified). (ii) 75—180 (if not qualified).
32. Head Clerk . . . . .	100—200

## STATE—DELHI

## CANTONMENT—DELHI

1. Mali . . . . .	} 30—35
2. Sweeper . . . . .	
3. Bhisti . . . . .	
4. Chowkidar . . . . .	
5. Peon . . . . .	
6. Cleaner . . . . .	} 35—40
7. Hospital Dhobi . . . . .	
8. Ward Orderly . . . . .	
9. Fireman . . . . .	
10. Head Mali . . . . .	} 35—50
11. Mate <i>cum</i> Lineman . . . . .	
12. Conservancy Jamadar . . . . .	} 45—65
13. Pound Keeper . . . . .	
14. Nurse . . . . .	
15. Compounder . . . . .	} 55—130
16. Driver <i>cum</i> Firemaster . . . . .	
17. Fitter . . . . .	} 60—90
18. Watermeter Fitter . . . . .	
19. Lorry Driver . . . . .	
20. Tax Collector . . . . .	} 60—130
21. Bill Clerk . . . . .	
22. Tax Clerk . . . . .	
23. Assistant Accounts Clerk . . . . .	
24. Typist . . . . .	
25. Despatcher . . . . .	
26. Establishment Clerk . . . . .	
27. Record Clerk . . . . .	



STATE—DELHI—*contd.*

S. No.	Categories	Scales given by this Award.
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CANTONMENT—DELHI—*contd.*

	Rs.
28. Firemaster . . . . .	75—105
29. Motor Mechanic . . . . .	75—125
30. Sanitary Inspector . . . . .	80—150
31. Tax Inspector . . . . .	} 80—160
32. Second Clerk . . . . .	
33. Senior Sanitary Inspector . . . . .	} 100—200
34. Accountant . . . . .	
35. Tax and Revenue Superintendent . . . . .	
36. Cashier <i>cum</i> Store-Keeper . . . . .	} 100—300
37. Overseer . . . . .	
38. Office Superintendent . . . . .	150—250

## STATE—RAJASTHAN

## CANTONMENT—NASIRABAD

1. Male Sweeper . . . . .	} 25—35
2. Female Sweeper . . . . .	
3. Chowkidar . . . . .	
4. Sweeper . . . . .	
5. Cooly . . . . .	
6. Lamp Lighter . . . . .	
7. Mali . . . . .	
8. Peon . . . . .	
9. Cook . . . . .	} 35—40
10. Nursing Orderly . . . . .	
11. Valveman . . . . .	} 35—50
12. Sanitary Jemadar . . . . .	
13. Mate . . . . .	
14. Dresser . . . . .	} 45—65
15. Record Assistant . . . . .	
16. Assistant Terminal Tax Moharrir . . . . .	} 45—75
17. Tractor Driver . . . . .	
18. Mistry . . . . .	
19. Mason . . . . .	
20. Fitter . . . . .	
21. Terminal Tax Moharrir . . . . .	} (i) 60—100 (if qualified). (ii) 45—75 (if not qualified).
22. Nurse . . . . .	
23. Compounder . . . . .	} 60—120.
24. Assistant Clerk . . . . .	
25. Revenue Clerk . . . . .	
26. Tax Assistant . . . . .	
27. Terminal Tax Inspector . . . . .	
28. Cashier . . . . .	} 75—125.
29. P. W. & Stores Clerk . . . . .	
30. Motor Mechanical Supervisor . . . . .	(i) 75—150 (if qualified). (ii) 60—90 (if not qualified).
31. E. & M. Foreman . . . . .	
32. Sanitary Inspector . . . . .	

STATE—RAJASTHAN—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—NASIRABAD—*contd.*

Rs.

33. Sanitary Superintendent . . . . .	}	80—160.
34. Tax & Revenue Superintendent . . . . .		
35. Terminal Tax Superintendent . . . . .		
36. Land & Record Superintendent . . . . .		
37. Accountant . . . . .		
38. Overseer . . . . .		(i) 80—175 (if qualified).
39. Cantonment Superintendent <sup>1</sup> . . . . .		(ii) 80—120 (if not qualified).
		120—230.

## STATE—PUNJAB

## CANTONMENT—AMBALA

1. Sweeper . . . . .	}	30—35
2. Bhisti . . . . .		
3. Filth cart driver . . . . .		
4. Labour Mazdoor . . . . .		
5. Lamp Lighter . . . . .		
6. Rat Catcher . . . . .		
7. Antimalaria Mazdoor . . . . .		
8. Proclaimer . . . . .		
9. Mali . . . . .		
10. Waterman . . . . .		
11. Peon . . . . .		
12. Chowkidar . . . . .		
13. Orderly Peon. . . . .		
14. Lady Peon . . . . .		
15. Lorry Cleaner . . . . .		
16. Cook . . . . .	}	35—40.
17. Fireman . . . . .		
18. Ward Servant . . . . .		
19. Dhobi . . . . .		
20. Head Mali . . . . .		
21. Daftri . . . . .		35—50.
22. Epidemic Mate . . . . .	}	35—50.
23. Jamadar Peon . . . . .		
24. Process Server . . . . .		
25. Library Peon . . . . .		
26. Literate Peon . . . . .		
27. Asstt. Fitter-cum-Asstt. Blacksmith . . . . .		
28. Sanitary Jamadar . . . . .		
29. Dog Shooter . . . . .		
30. Munshi . . . . .	}	45—65
31. Asst. Moharrir . . . . .		
32. Cattle Pound Moharrir . . . . .		
33. Matron/Nurse Dai . . . . .	}	50—80.
34. Vaccinator . . . . .		
35. Octroi Moharrir . . . . .	}	55—75 (Matriculates)
36. Tax Moharrir . . . . .		45—75 (Non-Matriculates)

STATE—PUNJAB—*contd.*

S. No. Categories Scales given by this Award.

CANTONMENT—AMBALA—*contd.*

	Rs.
37. Steam Road Roller Driver . . . . .	60—90.
38. Pipe Fitter . . . . .	
39. Mechanic . . . . .	
40. Blacksmith . . . . .	
41. Head Blacksmith . . . . .	
42. Carpenter . . . . .	60—100.
43. Mason . . . . .	
44. Head Mason . . . . .	
45. Engine Driver . . . . .	
46. Lorry Driver . . . . .	
47. Fire Fighting Lorry Driver . . . . .	60—120
48. General Mechanic . . . . .	
49. Head Engine Driver . . . . .	
50. Vehicle clerk . . . . .	
51. Frontage Clerk . . . . .	
52. Clerk . . . . .	60—120.
53. Meter Reader Clerk . . . . .	
54. Despatcher . . . . .	
55. Asstt. Record Keeper . . . . .	
56. Head Octroi Moharrir . . . . .	
57. Typist . . . . .	60—150.
58. Senior Tax Clerk . . . . .	
59. Asstt. Accountant . . . . .	
60. Sub-overseer . . . . .	
61. Draftsman . . . . .	
62. Compounder & Dispenser . . . . .	75—125.
63. Head Mechanic . . . . .	
64. Sanitary Inspector . . . . .	
65. Store Keeper . . . . .	
66. Record Keeper . . . . .	
67. Cashier . . . . .	80—160.
68. Asstt. Tax Supdt. . . . .	
69. Octroi Inspector . . . . .	
70. Tax Inspector . . . . .	
71. Cantt. overseer. . . . .	
72. Assistant Engineer . . . . .	100—300 (if qualified)
73. Tax Supdt. . . . .	80—160 (if unqualified)
74. Octroi Supdt. . . . .	100—300 plus 20/- Special pay.
75. Sanitary Supdt. . . . .	150—250.
76. Water Works Supdt. . . . .	
77. Accountant . . . . .	
78. Revenue Supdt. . . . .	
79. Asstt. Secretary . . . . .	

## CANTONMENT—AMRITSAR

1. Peon. . . . .	30—35.
2. Sweeper . . . . .	
3. Garden Mazdoor . . . . .	
4. Chowkidar . . . . .	
5. Mali. . . . .	
6. Sanitary Jemadar . . . . .	35—50.
7. Tractor-Driver . . . . .	60—90.
8. Mistri . . . . .	60—100
9. Clerk . . . . .	60—120
10. Dispenser . . . . .	75—125 (if qualified)
	55—75 (if unqualified)
11. Sanitary Inspector . . . . .	80—150
12. Head Clerk-cum-Accountant-Cum-Cashier . . . . .	100—200.
13. Overseer. . . . .	100—300 (if qualified)

STATE—PUNJAB—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—BAKLOH

Rs.

1. Sweeper . . . . .	}	30—35.
2. Mali . . . . .		
3. Asstt. Forest Guard . . . . .		
4. Peon . . . . .		
5. Lamp-lighter-cum-Chowkidar . . . . .		
6. Forest Guard . . . . .		35—40.
7. Sanitary Jemadar . . . . .		35—50.
8. Unqualified Compounder . . . . .		55—75.
9. Tax Clerk . . . . .	}	60—120.
10. Typist-cum-Record keeper . . . . .		
11. Qualified Compounder . . . . .		75—125.
12. Head Clerk. . . . .		80—160.

## CANTONMENT—DAGSHAI

1. Sweeper (Military) . . . . .	}	30—35.
2. Sweeper including mazdoor . . . . .		
3. Bhisti . . . . .		
4. Chowkidar . . . . .		
5. Peon . . . . .		
6. Mali . . . . .		
7. Sweeper Jemadar . . . . .		35—50.
8. Trained Dai . . . . .		50—80.
9. Unqualified Compounder . . . . .		55—75.
10. Clerk . . . . .	}	60—120.
11. Tax Collector . . . . .		
12. Meat and Sanitary Inspector (qualified) . . . . .		80—150.
13. Head Clerk-cum-Accountant. . . . .		80—160.

## CANTONMENT—DALHOUSIE

1. Sweeper . . . . .	}	30—35
2. Bhisti . . . . .		
3. Litter Cooly . . . . .		
4. Mali . . . . .		
5. Peon-cum-Chowkidar . . . . .		
6. Peon . . . . .		
7. Ayah . . . . .		
8. School Peon . . . . .		
9. Forest Guard . . . . .		35—40
10. Sanitary Jemadar . . . . .		35—50
11. Unqualified Compounder . . . . .		55—75
12. Tax Clerk . . . . .	}	60—120
13. Typist-cum-Record Keeper . . . . .		
14. Head Clerk . . . . .		100—200
15. Overseer cum Sanitary Inspector . . . . .		(i) 100—300 (if a qualified Overseer). (ii) 80—150 (if a qualified Sanitary Inspector).

STATE—PUNJAB—*contd.*

S. No. Categories Scales given by this Award

CANTONMENT—FEROZEPORE

		Rs.
1. Mali . . . . .	}	30—35
2. Road gang Mazdoor . . . . .		
3. Octroi Peon . . . . .		
4. Sweeper-cum-Peon . . . . .		
5. Chowkidar . . . . .		
6. Office Peon . . . . .		
7. Callers . . . . .		
8. Peon-cum-Mail . . . . .		
9. Cart Driver . . . . .		
10. Jauriwala . . . . .		
11. Cleaner . . . . .		
12. Ward Servant . . . . .	}	35—40
13. Head Peon . . . . .		
14. Head Mali . . . . .		
15. Fireman . . . . .		
16. Hammerman . . . . .	}	35—50
17. Conservancy Jemadar . . . . .		
18. Octroi Munshi . . . . .	}	45—65
19. Pound Keeper . . . . .		
20. Revenue Collector . . . . .	}	45—75 (Non-matriculate 55—75 (Matriculates).
21. Octroi Collector . . . . .		
22. Dai Trained . . . . .	}	50—80
23. Vaccinator . . . . .		
24. Social Education Worker . . . . .		50—100
25. Blacksmith . . . . .	}	60—90
26. Carpenter . . . . .		
27. Pump Attendant . . . . .		
28. Mason . . . . .		
29. Asstt. Mechanic . . . . .		
30. Lorry Driver . . . . .		
31. Fire Engine Driver-cum-Firemaster . . . . .		
32. Assistant Accountant . . . . .	}	60—120
33. Accounts Clerk . . . . .		
34. Record Keeper . . . . .		
35. Typist . . . . .		
36. Despatcher . . . . .		
37. Tax Clerk . . . . .		
38. Revenue Clerk . . . . .		
39. Tonga-cum-Lighting Inspector . . . . .		
40. Steno Typist . . . . .		60—120 plus 20 p.m. Special pay.
41. Dispenser . . . . .	}	75—125
42. Nurse . . . . .		
43. Sanitary Inspector . . . . .		80—150

STATE—PUNJAB—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—FEROZEPUR—*contd.*

Rs.

44. Cashier . . . . .	}	80—160
45. General Clerk . . . . .		
46. Store Keeper . . . . .		
47. Octroi Inspector . . . . .		
48. Addl. Sanitary Supdt. . . . .	}	100—200
49. Octroi Superintendent . . . . .		
50. Revenue Superintendent . . . . .		
51. Accountant . . . . .		
52. E/M Supervisor . . . . .	}	100—300 (if qualified)
53. Overseer . . . . .		80—160 (if unqualified).
54. Sanitary Supdt. . . . .	}	150—10—250
55. Office Supdt. . . . .		

## CANTONMENT—JULEUNDUR

1. Bhisti . . . . .	}	30—35
2. Male Mazdoor . . . . .		
3. Drum Beater . . . . .		
4. Sweeper . . . . .		
5. Trench Mukadam . . . . .		
6. Asstt. Mali . . . . .		
7. Mazdoor . . . . .		
8. Maid Servant . . . . .		
9. Peon . . . . .		
10. Chowkidar . . . . .		
11. Sweeper-cum-Chowkidar . . . . .		
12. Cart Driver . . . . .		
13. Pump Cleaner . . . . .		
14. Cleaner . . . . .		
15. Ward Servant . . . . .	}	35—40
16. Dai . . . . .		
17. Head Mali . . . . .		
18. Cook-cum-Chowkidar . . . . .		
19. Sanitary Overseer . . . . .	}	35—50
20. Trench Overseer . . . . .		
21. Road Gangmate . . . . .		
22. Dog Shooter . . . . .		
23. Head Peon/Daftri . . . . .		
24. Dresser . . . . .		
25. Pound Keeper . . . . .		45—65
26. Octroi Moharrir . . . . .		45—75 (Non-matriculate) 55—75 (Matriculate)
27. Vaccinator . . . . .	}	50—80
28. Unqualified Midwife . . . . .		
29. Pump Attendant-cum-Chowkidar . . . . .	}	60—90
30. Lorry and Tractor Driver . . . . .		
31. Serviceman . . . . .		
32. Fitter-cum-Lineman . . . . .		

STATE—PUNJAB—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—JULLUNDUR—*contd.*

Rs.

33.	Provident Fund and Pay Clerk . . . . .	} 60—120
34.	Typist . . . . .	
35.	Asstt. Accountant . . . . .	
36.	Record Keeper . . . . .	
37.	Education Clerk . . . . .	
38.	Tax Collector . . . . .	
39.	General Assistant . . . . .	
40.	Tax Collector/Bill Clerk . . . . .	
41.	Steno-Typist . . . . .	60—120 plus 20/- Special pay.
42.	Compounder . . . . .	} 75—125
43.	Nurse . . . . .	
44.	Qualified Midwife . . . . .	
45.	Mechanic . . . . .	75—125
46.	Sanitary Inspector . . . . .	80—150
47.	Store Keeper . . . . .	} 80—160
48.	II Clerk . . . . .	
49.	Octroi Inspector . . . . .	
50.	Cashier . . . . .	
51.	Octroi Supdt. . . . .	} 100—200
52.	Tax Supdt. . . . .	
53.	Accountant . . . . .	
54.	Cantt. Overseer . . . . .	} 100—300 (if qualified), 80—160 (if unqualified).
55.	E/M Supervisor . . . . .	
56.	Sanitary Supdt. . . . .	150—250
57.	Head Clerk . . . . .	150—250

## CANTONMENT—JUTOGH

1.	Peon . . . . .	} 30—35
2.	Chowkidar . . . . .	
3.	Male or Female Sweeper . . . . .	
4.	Mazdoor . . . . .	
5.	Bhisti . . . . .	
6.	Mali . . . . .	
7.	Nursing Orderly . . . . .	35—40
8.	Sweeper Jemadar . . . . .	35—50
9.	Trained Dai . . . . .	50—80
10.	Tax Clerk . . . . .	60—120
11.	Accountant . . . . .	60—120
12.	Sanitary Inspector . . . . .	80—150 (if qualified), 60—120 (if not qualifie
13.	Head Clerk . . . . .	80—160

STATE—PUNJAB—*contd.*

S. No.	Categories	Scales given by this Award
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## CANTONMENT—KASALI

Rs.

1. Mali . . . . .	}	30—35
2. Peon . . . . .		
3. Tax Peon . . . . .		
4. Sweeper . . . . .		
5. Call Woman . . . . .		
6. Orderly . . . . .		
7. Ward Servant . . . . .		35—40
8. Sanitary Jemadar . . . . .	}	35—50
9. Dresser . . . . .		
10. Nurse Dai . . . . .		50—80
11. Dispenser (unqualified) . . . . .		55—75
12. General Clerk . . . . .	}	60—120
13. Typist . . . . .		
14. Tax Inspector . . . . .		
15. Tax Clerk . . . . .		
16. Sanitary Inspector (unqualified) . . . . .		60—120
17. Dispenser (qualified) . . . . .		75—125
18. Sanitary Inspector . . . . .		80—150
19. Accountant . . . . .		80—160
20. Office Supdt. . . . .		100—200
21. Overseer . . . . .		100—300 (for qualified Overseer), 80—160 (if not a qualified Overseer).

## CANTONMENT—KHASYOL

1. Mali . . . . .	}	30—35
2. Bhisti . . . . .		
3. Chowkidar . . . . .		
4. Sweeper . . . . .		
5. Sweeper Beldar . . . . .		
6. Labourer . . . . .		
7. Mazdoor . . . . .		
8. Peon . . . . .		
9. Lorry Cleaner . . . . .		
10. Ward Servant . . . . .		35—40
11. Conservancy Mate . . . . .		35—50
12. Dai . . . . .		50—80
13. Octroi Moharrir . . . . .		55—75 (for Matriculates), 45—75 (for Non-matriculates).
14. Dispenser (unqualified) . . . . .		55—75
15. Lorry Driver . . . . .		60—90
16. Head Octroi Moharrir . . . . .	}	60—120
17. Typist-cum-Dispatcher . . . . .		
18. Octroi Inspector . . . . .		
19. Dispenser (qualified) . . . . .		75—125
20. Sanitary Inspector (qualified) . . . . .		80—150
21. Head Clerk-cum-Accountant-cum-Cashier . . . . .		100—200



STATE—PUNJAB—*concl'd.*

S. No. Categories Scales given by this Award

## CANTONMENT—SUBATHU

Rs.

1.	Office Peon	. . . . .	}	30—35
2.	Chowkidar	. . . . .		
3.	Mali	. . . . .		
4.	Sweeper	. . . . .		
5.	Bhisti	. . . . .		
6.	Hospital Sweeper	. . . . .		
7.	Ward Boy-cum-General Servant	. . . . .		35—40
8.	Saintary Jemadar	. . . . .		35—50
9.	Dai	. . . . .		50—80
10.	Dispenser (unqualified)	. . . . .		55—75
11.	Tax Clerk	. . . . .		60—120
12.	Dispenser (qualified)	. . . . .		75—125
13.	Sanitary Inspector (qualified)	. . . . .		80—150
14.	Head Clerk-cum-Accountant	. . . . .		80—160

## STATE—MADHYA PRADESH

## CANTONMENT—JABALPUR

1.	Female Sweeper	. . . . .	}	25—35
2.	Male Sweeper	. . . . .		
3.	Mali	. . . . .		
4.	Bhisti	. . . . .		
5.	Lamp Lighter	. . . . .		
6.	Peon	. . . . .		
7.	Head Lamp Lighter cum Chowkidar	. . . . .		
8.	Chowkidar	. . . . .		
9.	Dhobi	. . . . .	}	30—40
10.	Cook	. . . . .		
11.	Fire Fighter	. . . . .		
12.	Head Mali	. . . . .		
13.	Conservancy Jemadar	. . . . .	}	30—50
14.	Dresser (Senior)	. . . . .		
15.	Dresser (Junior)	. . . . .		
16.	Hammerman	. . . . .		
17.	Midwife	. . . . .	}	30—50
18.	Vaccinator	. . . . .		
19.	Court Moharrir	. . . . .	}	35—55
20.	Pound Keeper	. . . . .		
21.	Market Fee Collector	. . . . .		
22.	Blacksmith	. . . . .	}	45—75
23.	Carpenter	. . . . .		
24.	Lorry Driver	. . . . .		
25.	Compounder	. . . . .		45—80

STATE—MADHYA PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT JABALPUR—*contd.*

Rs.

26. Tax Collector	}	45—100
27. Second Clerk		
28. General Clerk		
29. Record Keeper		
30. Tonga-cum-Lighting Inspector-cum-Dog shooter		
31. Librarian	}	45—100 plus 20/- p. m. Special pay.
32. Accounts Clerk		
33. Typist		
34. Steno-Typist		
35. Mechanic cum Driver		
36. Draftsman	}	60—90 60—150
37. Nurse		
38. Sanitary Inspector		
39. Store Keeper		
40. Lands Clerk		
41. Cashier	}	80—160.
42. Accounts Clerk		
43. Revenue Supdt.		
44. Cantt. Overseer		
45. Accountant		
46. Senior Sanitary Inspector	}	100—200
47. Head Clerk		
		150—250

## CANTONMENT—MORAR

1. Peon	}	25—35
2. Sweeper		
3. Chowkidar		
4. Cleaner		
5. Tractor Driver	}	45—75
6. Typist		
7. Tax Clerk		
8. Correspondence Clerk		
9. Sanitary Inspector	}	80—150
10. Head Clerk cum Accountant		
11. Overseer		
		80—160
		100—200

## CANTONMENT—MHOW

1. Ayah	}	25—35
2. Peon		
3. Chowkidar		
4. Bhisti		
5. Mali		
6. Male Sweeper		
7. Female Sweeper		
8. Anti-malaria Beldar		
9. P. W. D. Cooly		
10. Animal Catcher		
11. Bullock Cart Driver		
12. Maid Servant		
13. Cleaner		
14. Helper to Carpenter and Blacksmith		

STATE—MADHYA PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
CANTONMENT—MHOW— <i>contd.</i>		
		Rs.
15.	Male Nurse (unqualified)	30—40
16.	Ward Servant	
17.	Lady Health Worker	
18.	Head Mali	
19.	Cook	
20.	Dhobi	
21.	Bill Server	
22.	Anti-malaria Mate	30—50
23.	Conservancy Jemadar	
24.	Dresser (Veterinary)	
25.	Daftri	
26.	Road Mate	
27.	Vaccinator- <i>cnm</i> -Clerk	35—55
28.	Parcel and Goods Entry Clerk	
29.	Octroi Nakedar	
30.	Sanitary Assistant	
31.	Cattle Pound Keeper	
32.	Storeman	
33.	Mason	45—75
34.	Carpenter	
35.	Blacksmith	
36.	Road Engine Driver	
37.	Rubbish or Filth Lorry Driver	
38.	Painter	
39.	Senior Compounder	45—80
40.	Compounder	
41.	Trained Nurse	50—80
42.	Revenue Collector	45—100
43.	License Clerk	
44.	Asstt. Accountant	
45.	Record Keeper	
46.	Octroi Clerk	
47.	Tax Clerk	
48.	Revenue Clerk	
49.	Typist	
50.	Despatcher	
51.	School Clerk	
52.	Octroi Inspector	
53.	Conservancy Clerk	
54.	Provident Fund Clerk	
55.	Steno Typist	45—100 plus Rs. 20/- p. m. Special pay.
56.	Draftsman	60—150
57.	Head Mechanic	75—125
58.	Store Keeper	80—160
59.	General Clerk	
60.	Cashier	
61.	P. W. and Lands Clerk	
62.	Revenue and Tax Inspector	
63.	Sanitary Inspector	80—150

STATE—MADHYA PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—MHOW—*concl'd.*

Rs.

64. Overseer . . . . .	}	100—200
65. Octroi Supdt. . . . .		
66. Revenue and Tax Supdt. . . . .		
67. Accountant . . . . .		
68. Sanitary Supdt. . . . .		150—250
69. Office Supdt. . . . .		150—250 (promotees to start on Rs. 200).
70. Veterinary Surgeon-cum-Food Inspector . . . . .		200—300

## CANTONMENT—PACHMARHI

1. Female Sweeper . . . . .	}	25—35
2. Male Sweeper . . . . .		
3. Beldar . . . . .		
4. Office Peon . . . . .		
5. Office Chowkidar . . . . .		
6. Octroi Peon . . . . .		
7. Collection Peon . . . . .		
8. Mali . . . . .		
9. School Peon . . . . .		
10. Ayah . . . . .		
11. Waterman-cum-Dresser . . . . .	}	30—50
12. Conservancy Peon (Jemadar) . . . . .		
13. Octroi Moharrir . . . . .		35—55
14. Tractor Driver . . . . .		45—75
15. Compounder . . . . .		45—80
16. Assistant Clerk-cum-Cashier . . . . .	}	45—100
17. Typist . . . . .		
18. Tax Inspector . . . . .		
19. Sanitary Inspector . . . . .		80—150
20. Octroi Superintendent . . . . .		80—160
21. General Overseer . . . . .		80—175
22. Head Clerk-cum-Accountant . . . . .		100—200

## CANTONMENT—SAUGOR

1. Female Sweeper . . . . .	}	25—35
2. Mali . . . . .		
3. Lamp Lighter . . . . .		
4. Male Sweeper . . . . .		
5. Peon . . . . .		
6. Chowkidar . . . . .		
7. Ayah . . . . .		
8. Laboratory Attendant . . . . .		30—40
9. Dog Shooter . . . . .	}	30—50
10. Daftri . . . . .		
11. Conservancy Jemadar . . . . .		
12. Mate . . . . .		

**STATE—MADHYA PRADESH—concl'd.**

S. No.	Categories	Scales given by this Award
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**CANTONMENT—SAUGOR—cont'd.**

	Rs.
13. Vaccinator . . . . .	30—50
14. Patwari . . . . .	30—60
15. Conservancy Inspector . . . . .	35—55
16. Cattle Pound Moharrir . . . . .	
17. Lorry Driver . . . . .	45—75
18. Compounder . . . . .	45—80
19. Record Keeper . . . . .	45—100
20. Revenue Clerk . . . . .	
21. Typist . . . . .	
22. School Clerk . . . . .	
23. Cashier . . . . .	50—80
24. Nurse-cum-Midwife . . . . .	
25. Sanitary Inspector . . . . .	80—150
26. Accountant . . . . .	80—160
27. Revenue Superintendent . . . . .	
28. Overseer . . . . .	100—200
29. Office Superintendent . . . . .	120—230

**STATE—ANDHRA PRADESH****CANTONMENT—SECUNDERABAD**

1. Peon . . . . .	26—36
2. Chowkidar . . . . .	
3. P. W. D. Mazdoor . . . . .	
4. Mali . . . . .	
5. Bhisti (Water Mazdoor) . . . . .	
6. Road Sweeper . . . . .	
7. Toti . . . . .	
8. Drain Sweeper . . . . .	
9. Rubbish Dump Mazdoor . . . . .	
10. Trench Digger . . . . .	
11. Coverer . . . . .	
12. Night Soil Lorry Mazdoor . . . . .	
13. Rubbish Lorry Mazdoor . . . . .	36—41
14. Mazdoor Water Supply Department . . . . .	
15. Rat Mazdoor . . . . .	
16. Anti-malaria Mazdoor . . . . .	
17. Fitter Boy . . . . .	
18. Cleaner . . . . .	
19. Bellow Boy . . . . .	
20. Apprentice . . . . .	
21. Cook-cum-Bhisti . . . . .	36—41
22. Female Ward Servant . . . . .	
23. Dafedar Peon . . . . .	
24. Fireman (now on Rs. 26—38) . . . . .	
25. Male Ward Servant . . . . .	
26. Attendant . . . . .	
27. Theatre Assistant . . . . .	
28. Hammerman . . . . .	
29. Assistant Blacksmith . . . . .	
30. Assistant Carpenter . . . . .	
31. Head Mali . . . . .	
32. Turn Cock . . . . .	

STATE—ANDHRA PRADESH—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—SECUNDERABAD—*contd.*

Rs.

33. Male Dresser . . . . .	}	36—51
34. Trench Maistry . . . . .		
35. Jemadar Peon . . . . .		
36. Anti-malaria Overseer . . . . .		
37. Sanitary Overseer . . . . .		
38. Rat Campaign Overseer . . . . .		
39. Assistant Fitter (now on Rs. 35—50) . . . . .		
40. Meter Fitter . . . . .	}	41—65
41. Vaccinator . . . . .		
42. Fireman (now on Rs. 35—50) . . . . .		
43. Assistant Record Keeper . . . . .		
44. Cattle Pound Keeper . . . . .		
45. Maistri . . . . .		
46. Mason . . . . .		
47. Lorry Driver . . . . .		
48. Road Roller Driver . . . . .		
49. Tax Amin . . . . .		
50. Tax Collector . . . . .		
51. Painter . . . . .		
52. Sanitary Supervisor . . . . .		
53. Assistant Fitter Workshop( now on Rs. 50—65) . . . . .	}	50—85
54. Blacksmith (now on Rs. 50—65) . . . . .		
55. Carpenter . . . . .		
56. Tinsmith (now on Rs. 50—65) . . . . .		
57. Leader . . . . .		
58. Meter Reader . . . . .		
59. Fitter Class II—Water Supply . . . . .		
60. Assistant Driver, Cantonment Pumping Station. . . . .		
61. Midwife . . . . .		
62. Senior Vaccinator . . . . .		
63. Veterinary Compounder . . . . .	}	55—115
64. Fitter (Workshop) . . . . .		
65. Turner . . . . .		
66. Blacksmith (now on Rs. 65—90) . . . . .		
67. Tinsmith (now on Rs. 65—90) . . . . .		
68. Welder . . . . .		
69. Head Leader . . . . .		
70. Fitter Maistry (Water Supply) . . . . .		
71. Fitter Class I (Water Supply) . . . . .		
72. Driver Cantonment Pumping Station . . . . .		
73. Tracer . . . . .		(i) 50—100 (if matriculate). (ii) 41—65 (if non-matriculate).
74. Compounder . . . . .		50—120
75. Accounts Clerk . . . . .	}	60—100
76. Junior Clerk . . . . .		
77. Storeman-cum-Clerk . . . . .		
78. Head Cattle Pound Keeper . . . . .		
79. Junior Typist . . . . .		
80. Garden Overseer . . . . .		
81. Meter Inspector . . . . .	}	55—115
82. Head Driver, Cantonment Pumping Station. . . . .		

## STATE—ANDHRA PRADESH—concl'd.

S. No.	Categories	Scales given by this Award
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## CANTONMENT—SECUNDERABAD—concl'd.

Rs.

83.	Draftsman . . . . .	60—150
84.	Mechanic . . . . .	75—125
85.	Sub-Overseer Water Supply . . . . .	75—150
86.	Senior Accounts Clerk . . . . .	80—160
87.	Senior Tax Clerk . . . . .	
88.	Second Clerk . . . . .	
89.	Senior Typist . . . . .	
90.	Record Keeper . . . . .	
91.	Hackney Carriage and Wheel-Tax Inspector- <i>clum</i> -Dog Shooter . . . . .	
92.	Store Keeper . . . . .	90—180
93.	Cashier . . . . .	
94.	Accountant . . . . .	
95.	Nurse . . . . .	(i) 90—150 (if qualified), (ii) 50—100 (if not qualified).
96.	Lady Welfare Assistant . . . . .	90—150
97.	Sanitary Inspector . . . . .	90—180
98.	Chief Mechanic . . . . .	
99.	Senior Correspondence Clerk . . . . .	100—200
100.	Foreman Workshop . . . . .	
101.	Firemaster . . . . .	
102.	Head Accountant . . . . .	120—230
103.	Tax Superintendent . . . . .	
104.	Supervisor P. W. D. . . . .	140—300
105.	Veterinary Surgeon . . . . .	
106.	Office Superintendent . . . . .	200—300

NOTE.—A Typist will be entitled to the scale Rs. 80—160 only if he is a qualified Stenographer.

## STATE—MYSORE

## CANTONMENT—BELGAUM

1.	Dry Female Sweeper . . . . .	25—35
2.	Wet Female Sweeper . . . . .	
3.	Peon . . . . .	
4.	Chowkidar . . . . .	
5.	Male Cooly . . . . .	
6.	Mali . . . . .	
7.	Dry Male Sweeper . . . . .	
8.	Wet Male Sweeper (Filler) . . . . .	35—40
9.	Rat Catcher . . . . .	
10.	Anti-Malaria Cooly . . . . .	
11.	Fire Fighter Cooly . . . . .	
12.	Female Warder . . . . .	35—40
13.	Male Warder . . . . .	
14.	Workshop Assistant . . . . .	

STATE—MYSORE—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—BELGAUM—*contd.*

Rs.

15. Dresser . . . . .	}	35—50
16. Tax Mukadam . . . . .		
17. Mukadam . . . . .		
18. Dog Shooter . . . . .		
19. Assistant Sanitary Inspector . . . . .		
20. Dai . . . . .	}	40—60
21. Pound Keeper . . . . .		
22. Mason . . . . .	}	40—80
23. Carpenter . . . . .		
24. Blacksmith . . . . .		
25. Compounder . . . . .	}	45—80
26. Fire Fighting Driver . . . . .		
27. Motor Driver . . . . .	}	50—70
28. Midwife . . . . .		
29. Mechanic . . . . .		
30. Clerk . . . . .		
31. Tax Clerk . . . . .		
32. Tax Collector . . . . .		
33. Store Clerk . . . . .		
34. Typist . . . . .		
35. Draftsman . . . . .		
36. Sanitary Inspector . . . . .		
37. Cashier . . . . .	}	80—160
38. Accountant . . . . .		
39. Head Clerk . . . . .	}	120—230
40. Overseer . . . . .		

## STATE—KERALA

## CANTONMENT—CANNANORE

1. Scavenger . . . . .	}	30—40
2. Latrine and House Sweeper . . . . .		
3. Sweeper Cartman . . . . .		
4. Sweeper . . . . .		
5. Lorry/Tractor Scavenger . . . . .		
6. Trenching Ground Sweeper . . . . .		
7. Chowkidar . . . . .		
8. Office Peon . . . . .		
9. Revenue Peon . . . . .		
10. Head Cooly . . . . .		
11. Sanitary Jamadar . . . . .	}	35—50
12. Lorry/Tractor Driver . . . . .		
13. Cashier-cum-Revenue Clerk . . . . .	}	45—100
14. Accountant-cum-Typist . . . . .		
15. Clerk-cum-Bill Collector . . . . .		
16. Cantonment Superintendent . . . . .	}	80—160



STATE—MADRAS

S. No. Categories Scales given by this Award

CANTONMENT—ST. THOMAS' MOUNT

Rs.

1. Ayah . . . . .	}	18—25
2. Office Watchman . . . . .		
3. Lamp Lighter <i>clm</i> Bhisti . . . . .		
4. Gang Workman . . . . .		
5. Mali . . . . .		
6. Road Sweeper . . . . .		
7. Rubbish and N. S. Cart Puller . . . . .		
8. Scavenger . . . . .		
9. Drain Cleaner (male or female) . . . . .		
10. Beldar . . . . .		
11. Lorry Sweeper . . . . .		
12. Peon/Cycle Orderly . . . . .		
13. Ward Attendant . . . . .		25—30
14. Dafadar . . . . .	}	25—40
15. Road Gang Mistry . . . . .		
16. Pound Keeper . . . . .		30—50
17. Lorry Driver . . . . .	}	40—60
18. Ambulance Driver . . . . .		
19. Water Pump Mechanic . . . . .		40—65
20. Sanitary Supervisor . . . . .	}	40—70
21. Midwife . . . . .		
22. Compounder . . . . .		45—75
23. Record Clerk . . . . .	}	45—90
24. Typist . . . . .		
25. Cashier . . . . .		
26. Store-Keeper . . . . .		
27. Tax Clerk . . . . .		
28. Sanitary Inspector . . . . .		60—130
29. Works Overseer . . . . .		70—120
30. Accountant . . . . .		80—160
31. Office Superintendent . . . . .		100—200

CANTONMENT—WELLINGTON

1. Peon . . . . .	}	18—25
2. Mazdoor . . . . .		
3. Sweeper . . . . .		
4. Ward Servant . . . . .		25—30
5. Public Works Maistry . . . . .	}	25—40
6. Assistant Compounder . . . . .		
7. Bill Collector . . . . .		30—50

STATE—MADRAS—*contd.*

S. No.	Categories	Scales given by this Award
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CONTONMENT—WELLINGTON—*contd.*

	Rs.
8. Tractor Driver . . . . .	40—60
9. Midwife . . . . .	40—70
10. Compounder . . . . .	45—75
11. Typist and Despatcher . . . . .	45—90
12. Additional Clerk . . . . .	
13. Cashier <i>cum</i> Storekeeper . . . . .	
14. Tax Clerk . . . . .	
15. Assistant Sanitary Inspector . . . . .	(i) 60—90 (if qualified), (ii) 40—70 (if not qualified).
16. Sanitary Inspector (qualified) . . . . .	60—130
17. Cantonment Overseer . . . . .	70—120
18. Accountant . . . . .	80—160
19. Office Superintendent . . . . .	100—200

## STATE—BOMBAY

## CANTONMENT—AHMEDNAGAR

1. Sweeper . . . . .	30—35
2. Mali . . . . .	
3. Lamp Lighter . . . . .	
4. Coolie . . . . .	
5. Peon . . . . .	
6. Chowkidar . . . . .	
7. Head Peon . . . . .	35—40
8. Ward Boy . . . . .	
9. Daftry . . . . .	35—50
10. Mukkadam . . . . .	
11. Assistant Blacksmith <i>cum</i> Carpenter . . . . .	
12. Pound Keeper . . . . .	45—65
13. Cycle Tax Inspector . . . . .	
14. Mason . . . . .	
15. Assistant Tax Collector . . . . .	
16. Miscellaneous Clerk . . . . .	46—115
17. School Clerk . . . . .	
18. Record Keeper <i>cum</i> Typist . . . . .	
19. Junior Revenue Clerk . . . . .	
20. Establishment Clerk . . . . .	
21. Tax Collector . . . . .	
22. Sanitary Supervisor . . . . .	55—75
23. Blacksmith <i>cum</i> Carpenter . . . . .	
24. Lorry Driver . . . . .	55—85
25. Compounder . . . . .	55—105
26. Nurse . . . . .	(i) 80—120 (if a qualified Nurse), (ii) 50—80 (if a qualified Midwife).

STATE—BOMBAY—*contd.*

S. No. Categories Scales given by this Award

CANTONMENT—AHMEDNAGAR—*contd.*

Rs.

27. Overseer . . . . .	(i) 80—220 (if qualified), (ii) 65—140 (if not qualified).
28. Cashier . . . . .	} 80—160
29. Senior Revenue Clerk . . . . .	
30. Second Clerk . . . . .	
31. Accountant . . . . .	
32. Sanitary Superintendent . . . . .	92—160
33. Head Clerk . . . . .	100—200

CANTONMENT—AHMEDABAD

1. Night Watchman . . . . .	} 30—35
2. Male Sweeper . . . . .	
3. Female Sweeper . . . . .	
4. Rubbish Cart Driver . . . . .	
5. Incinerator Sweeper . . . . .	
6. Cattle Attendant . . . . .	
7. Tree-tending Mali . . . . .	
8. Water Boy . . . . .	
9. Office Peon . . . . .	
10. Dresser . . . . .	} 35—50
11. Mudaddam . . . . .	
12. Typist <i>cum</i> Record Keeper . . . . .	} 46—115
13. Tax Collector . . . . .	
14. Meter Reader <i>cum</i> Store-Keeper . . . . .	
15. Compounder . . . . .	55—105
16. Assistant Sanitary Inspector . . . . .	(i) 75—125 (if qualified). (ii) 55—85 (if not qualified).
17. Sanitary Inspector . . . . .	92—160
18. Overseer . . . . .	(i) 80—220 (if qualified), (ii) 65—140 (if not qualified).
19. Second Clerk <i>cum</i> Accountant . . . . .	80—160
20. Cashier <i>cum</i> Head Clerk . . . . .	100—200

CANTONMENT—AURANGABAD

1. Sweeper—Female . . . . .	} 25—35
2. Coolie—Female . . . . .	
3. Mali—Female . . . . .	
4. Chowkidar . . . . .	
5. Sweeper—Male . . . . .	
6. Coolie—Male . . . . .	
7. Mali—Male . . . . .	} 30—35
8. Peon . . . . .	
9. Daroga (Junior) and Dog Shooter . . . . .	} 35—40
10. Nursing Orderly . . . . .	
11. Dai and Ward Ayah . . . . .	

STATE—BOMBAY—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—AURANGABAD—*contd.*

Rs.

12. Dresser . . . . .	}	35—50
13. Daroga—Senior . . . . .		
14. Lineman . . . . .	}	45—65
15. Record Keeper . . . . .		
16. Pound Keeper . . . . .		
17. Store Keeper . . . . .	}	46—115
18. Typist . . . . .		
19. Assistant Tax Collector . . . . .		
20. General Clerk . . . . .		
21. Accounts Clerk . . . . .		
22. Hospital Clerk . . . . .		
23. Cashier . . . . .		
24. Tax Collector . . . . .		
25. Compounder . . . . .		(i) 55—105 (if qualified), (ii) 50—80 (if not qualified).
26. Water Supply Fitter . . . . .	}	55—85
27. Driver . . . . .		
28. Motor Mechanic . . . . .		55—105
29. Nurse and Midwife . . . . .		(i) 80—120 (if a qualified Nurse) (ii) 50—80 (if a qualified Midwife).
30. Electrician . . . . .		80—120
31. Accountant . . . . .		80—160
32. Sub-Overseer . . . . .		(i) 80—220 (if a qualified Overseer), (ii) 65—140 (if not a qualified Overseer).
33. Sanitary Inspector . . . . .		92—160
34. Head Clerk . . . . .		100—200

## CANTONMENT—DEHU ROAD

1. Mazdoor . . . . .	}	30—35
2. Peon . . . . .		
3. Junior Clerk . . . . .		46—115
4. Senior Clerk . . . . .		80—160
5. Overseer . . . . .		(i) 80—220 (if qualified). (ii) 65—140 (if not qualified).
6. Sanitary Inspector . . . . .		92—160
7. Accountant . . . . .	}	100—200
8. Revenue Superintendent . . . . .		
9. Head Clerk . . . . .		150—250



STATE—BOMBAY—*contd.*

S. No.                      Categories                      Scales given by this Award

## CANTONMENT—KAMPTEE

	Rs.
1. Female Sweeper . . . . .	25—35
2. Mazdoor . . . . .	
3. Cattle Catcher . . . . .	
4. Male Sweeper . . . . .	
5. Peon . . . . .	
6. Chowkidar . . . . .	
7. Coolie . . . . .	
8. Mahi . . . . .	
9. Lamp Lighter . . . . .	25—35 (if a whole-time employec)
10. Ward Servant . . . . .	30—40
11. Jamadar . . . . .	30—50
12. Dresser . . . . .	35—50
13. Pound Moharrir . . . . .	35—65
14. Assistant Tax Collector . . . . .	46—115
15. Assistant Clerk . . . . .	
16. Cashier <i>cum</i> Store Keeper . . . . .	
17. Tax Collector . . . . .	
18. Steno-Typist . . . . .	46—115 plus 20/- per mensem Special Pay.
19. Driver . . . . .	55—85
20. Blacksmith . . . . .	55—75
21. Compounder . . . . .	55—105
22. Nurse <i>cum</i> Midwife . . . . .	(i) 80—120 (if a qualified Nurse). (ii) 50—80 (if a qualified Midwife).
23. Accountant . . . . .	80—160
24. Overseer . . . . .	(i) 80—220 (if qualified). (ii) 65—140 (if not qualified).
25. Conservancy Superintendent . . . . .	92—160
26. Head Clerk . . . . .	100—200

## CANTONMENT—KIRKEE

1. Lorry Mazdoor . . . . .	30—35
2. Male Sweeper . . . . .	
3. Female Sweeper . . . . .	
4. Drain, Road and Trenching Ground Sweeper . . . . .	
5. Sullage Water Cartman . . . . .	
6. Rat Catcher . . . . .	
7. Cattle Catcher . . . . .	
8. Anti-Malaria and D.D.T. Mazdoor . . . . .	
9. Beaf and Mutton Cart Driver . . . . .	
10. Beldar . . . . .	
11. Mazdoor—Male and Female . . . . .	35—40
12. Peon . . . . .	
13. Chowkidar . . . . .	
14. Bill Server . . . . .	
15. Ward Boy . . . . .	
16. Ward Ayah . . . . .	
17. Head Peon . . . . .	

STATE—BOMBAY—*contd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—KIRKEE—*contd.*

Rs.

18. Dog Shooter	.	.	.	.	.	} 35—50
19. Sanitary Mukkadam	.	.	.	.	.	
20. Water Mukkadam	.	.	.	.	.	
21. Market Mukkadam	.	.	.	.	.	
22. Epidemic Mukkadam	.	.	.	.	.	
23. Assistant Blacksmith	.	.	.	.	.	
24. Dresser	.	.	.	.	.	
25. Assistant Compounder	.	.	.	.	.	} 45—65
26. P. W. D. Mate	.	.	.	.	.	
27. Pound Keeper	.	.	.	.	.	
28. Sanitary Havildar	.	.	.	.	.	} 50—80
29. Mason	.	.	.	.	.	
30. Midwife	.	.	.	.	.	} 55—75
31. Carpenter	.	.	.	.	.	
32. Blacksmith	.	.	.	.	.	} 55—85
33. Assistant Motor Mechanic	.	.	.	.	.	
34. Electrician	.	.	.	.	.	
35. Motor Driver	.	.	.	.	.	} 55—105
36. Compounder	.	.	.	.	.	
37. Assistant Accountant	.	.	.	.	.	} 46—115
38. Establishment Clerk	.	.	.	.	.	
39. Junior Typist	.	.	.	.	.	
40. Despatch Clerk	.	.	.	.	.	
41. School Clerk	.	.	.	.	.	
42. Assistant Revenue Clerk	.	.	.	.	.	
43. Store-keeper	.	.	.	.	.	
44. Assistant General Duty Inspector	.	.	.	.	.	
45. Hospital Clerk	.	.	.	.	.	} 60—120
46. Record Clerk	.	.	.	.	.	
47. Motor Mechanic	.	.	.	.	.	} 60—150
48. Draftsman	.	.	.	.	.	
49. Staff Nurse	.	.	.	.	.	} 80—120
50. Overseer	.	.	.	.	.	
						(i) 80—220 (if qualified)
						(ii) 65—140 (if not qualified)
51. Lands Clerk	.	.	.	.	.	} 80—160
52. Senior Typist	.	.	.	.	.	
53. Revenue Clerk	.	.	.	.	.	
54. Cashier	.	.	.	.	.	
55. General Duty Inspector	.	.	.	.	.	
56. Sanitary Superintendent	.	.	.	.	.	} 100—200
57. Accountant	.	.	.	.	.	
58. Head Clerk	.	.	.	.	.	150—250

NOTE.—A Typist will be entitled to the scale Rs. 80—160 only if he is a qualified Stenographer.

STATE—BOMBAY—*contd.*

S. No.                      Categories                      Scales given by this Award

## CANTONMENT—POONA

	Rs.
1. Boy Peon . . . . .	25—30
2. Road Sweeper . . . . .	30—35
3. Ramoshi . . . . .	
4. Bhangi . . . . .	
5. Beldar . . . . .	
6. Mullah . . . . .	
7. Water Cart Driver . . . . .	
8. Ayah . . . . .	
9. Bhisti . . . . .	
10. Drain Begari . . . . .	
11. Cattle Shed Begari . . . . .	
12. Coolie . . . . .	35—40
13. Rat Trapper . . . . .	
14. Disinfector . . . . .	
15. Water Filler . . . . .	
16. Chowkidar . . . . .	
17. Mali . . . . .	
18. Peon . . . . .	
19. Rubbish Filler . . . . .	
20. Filth Filler . . . . .	
21. Meat and Beef Van Filler . . . . .	35—50
22. Cook . . . . .	
23. Fireman . . . . .	
24. Head Peon . . . . .	
25. Head Mali . . . . .	
26. Nursing Orderly . . . . .	
27. Dog Shooter . . . . .	
28. Mukkadam . . . . .	
29. Daftry . . . . .	
30. Mate . . . . .	
31. Fire Brigade Lascar . . . . .	45—65
32. Pound Keeper . . . . .	
33. Painter . . . . .	
34. Mistry . . . . .	
35. Fire Brigade Tindal . . . . .	
36. Vaccinator . . . . .	
37. Tax Collector . . . . .	
38. Assistant Clerk . . . . .	
39. Manure Yard Clerk . . . . .	
40. Record Clerk . . . . .	
41. Second Assistant Accountant . . . . .	46—115
42. Pay Clerk . . . . .	
43. Despatcher . . . . .	
44. Leave Reserve Clerk . . . . .	
45. Junior Clerk . . . . .	
46. Provident Fund Clerk . . . . .	
47. Second Tax Clerk . . . . .	
48. Revenue Clerk . . . . .	
49. Assistant Market Superintendent . . . . .	
50. Trade Tax Clerk . . . . .	
51. Hospital Clerk . . . . .	46—115 plus Rs. 20 per mensem Special Pay.
52. Hospital Store-Keeper . . . . .	
53. Assistant Store-Keeper . . . . .	
54. Laboratory Assistant . . . . .	
55. Steno-Typist . . . . .	



STATE—BOMBAY—*concl'd.*

S. No.	Categories	Scales given by this Award
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CANTONMENT—POONA—*cont'd.*

Rs.

56. Mason	}	55—75
57. Carpenter		
58. Carpenter II		
59. Blacksmith		
60. Anti-Plague Overseer		
61. Fitter (now on Rs. 45—1—55)	}	55—85
62. Workshop Mistry		
63. Electrician		
64. Fire Engine Driver		
65. Ambulance Driver	}	55—85
66. Lorry Driver		
67. Road Roller Engine Driver		
68. Fitter (now on Rs. 55—3—85)	}	55—105
69. Compounder		
70. Motor Fitter	}	55—140
71. Agricultural Assistant		
72. Draftsman		
73. Sub-Overseer		
74. Nurse		
75. Overseer (Drainage)	}	(i) 80—220 (if qualified).
76. Overseer		(ii) 65—140 (if not qualified).
77. Assistant Fire Brigade Superintendent	}	80—160
78. Assistant Revenue Inspector		
79. I Assistant Accountant		
80. Senior Typist		
81. Committee Clerk		
82. Lands Clerk		
83. I Tax Clerk		
84. Wheel Tax Clerk		
85. Store-Keeper		
86. Cashier		
87. Revenue Inspector	}	92—160
88. Senior Conservancy Overseer		
89. Conservancy Overseer		
90. Food Inspector	}	(i) 92—160 (if qualified), (ii) 65—140 (if not qualified).
91. Veterinary Inspector		
92. Matron	}	100—200
93. Fire Brigade Superintendent cum Motor Mechanic		
94. Revenue Superintendent	}	150—250
95. Head Accountant		
96. Office Superintendent	}	200—300

NOTE.—A Typist will be entitled to the grade Rs. 80—160 only if he is a qualified Stenographer.

The scales shall run as follows :—

S. No.	Pay Range	Scale of pay
1.	Rs. 18—25 . . . . .	Rs. 18—1—25
2.	Rs. 20—25 . . . . .	Rs. 20—1—25
3.	Rs. 22—32 . . . . .	Rs. 22—1—32
4.	Rs. 23—28 . . . . .	Rs. 23—1—28
5.	Rs. 25—30 . . . . .	Rs. 25—1—30
6.	Rs. 25—35 . . . . .	Rs. 25—1—35
7.	Rs. 25—40 . . . . .	Rs. 25—1—40
8.	Rs. 26—36 . . . . .	Rs. 26—1—36
9.	Rs. 28—33 . . . . .	Rs. 28—1—33
10.	Rs. 28—38 . . . . .	Rs. 28—1—38
11.	Rs. 28—43 . . . . .	Rs. 28—1—43
12.	Rs. 30—35 . . . . .	Rs. 30—1—35
13.	Rs. 30—40 . . . . .	Rs. 30—1—40
14.	Rs. 30—50 . . . . .	Rs. 30—1—40—2—50
15.	Rs. 30—60 . . . . .	Rs. 30—1—40—E. B.—2—60
16.	Rs. 32—37 . . . . .	Rs. 32—1—37
17.	Rs. 32—47 . . . . .	Rs. 32—1—47
18.	Rs. 35—40 . . . . .	Rs. 35—1—40
19.	Rs. 35—50 . . . . .	Rs. 35—1—50
20.	Rs. 35—55 . . . . .	Rs. 35—1—45—2—55
21.	Rs. 35—65 . . . . .	Rs. 35—1—40—E. B.—2—50—3—65
22.	Rs. 35—70 . . . . .	Rs. 35—1—40—2—46—E. B.—3—70
23.	Rs. 35—90 . . . . .	Rs. 35—1—40—2—50—E. B.—3—74—4— 90
24.	Rs. 36—41 . . . . .	Rs. 36—1—41
25.	Rs. 36—51 . . . . .	Rs. 36—1—51
26.	Rs. 38—43 . . . . .	Rs. 38—1—43
27.	Rs. 38—53 . . . . .	Rs. 38—1—53
28.	Rs. 40—60 . . . . .	Rs. 40—1—50—E. B.—2—60
29.	Rs. 40—65 . . . . .	Rs. 40—1—50—E. B.—2—62—3—65
30.	Rs. 40—70 . . . . .	Rs. 40—1—45—2—55—E. B.—3—70
31.	Rs. 40—80 . . . . .	Rs. 40—2—60—E. B.—3—72—4—80
32.	Rs. 41—65 . . . . .	Rs. 40—1—49—E. B.—2—65

S. No.	Pay Range.	Scale of pay
33.	Rs. 45—65 . . . . .	Rs. 45—1—55—E. B.—2—65
34.	Rs. 45—70 . . . . .	Rs. 45—2—55—E. B.—3—70
35.	Rs. 45—75 . . . . .	Rs. 45—2—55—3—61—E. B.—3—67—4—75
36.	Rs. 45—80 . . . . .	Rs. 45—2—55—3—61—E. B.—3—64—4—80
37.	Rs. 45—90 . . . . .	Rs. 45—2—55—3—64—E. B.—4—80—5—90
38.	Rs. 45—100 . . . . .	Rs. 45—3—75—E. B.—4—95—5—100
39.	Rs. 46—115 . . . . .	Rs. 46—3—85—E. B.—4—105—5—115
40.	Rs. 50—70 . . . . .	Rs. 50—2—70
41.	Rs. 50—80 . . . . .	Rs. 50—2—62—E. B.—3—80
42.	Rs. 50—85 . . . . .	Rs. 50—2—70—E. B.—3—85
43.	Rs. 50—90 . . . . .	Rs. 50—2—60—3—66—E. B.—3—90
44.	Rs. 50—100 . . . . .	Rs. 50—2—60—3—72—E. B.—4—100
45.	Rs. 50—110 . . . . .	Rs. 50—3—80—E. B.—4—100—5—110
46.	Rs. 50—120 . . . . .	Rs. 50—3—80—E. B.—4—100—5—120
47.	Rs. 55—75 . . . . .	Rs. 55—2—75
48.	Rs. 55—80 . . . . .	Rs. 55—2—65—3—80
49.	Rs. 55—85 . . . . .	Rs. 55—3—85
50.	Rs. 55—100 . . . . .	Rs. 55—2—65—3—80—E. B.—4—100
51.	Rs. 55—105 . . . . .	Rs. 55—2—65—3—80—E. B.—4—100—5—105
52.	Rs. 55—115 . . . . .	Rs. 55—3—85—E. B.—4—105—5—115
53.	Rs. 55—130 . . . . .	Rs. 55—3—85—E. B.—4—105—5—130
54.	Rs. 55—140 . . . . .	Rs. 55—3—85—E. B.—4—105—E. B.—5—140
55.	Rs. 60—90 . . . . .	Rs. 60—3—90
56.	Rs. 60—100 . . . . .	Rs. 60—3—84—E. B.—4—100
57.	Rs. 60—110 . . . . .	Rs. 60—3—90—E. B.—4—110
58.	Rs. 60—120 . . . . .	Rs. 60—3—84—E. B.—4—100—5—120
59.	Rs. 60—130 . . . . .	Rs. 60—3—84—E. B.—4—100—5—130
60.	Rs. 60—150 . . . . .	Rs. 60—3—84—E. B.—4—100—E. B.—5—120—6—150
61.	Rs. 61—130 . . . . .	Rs. 61—3—85—E. B.—4—125—5—130
62.	Rs. 65—120 . . . . .	Rs. 65—3—80—4—100—E. B.—5—120
63.	Rs. 65—125 . . . . .	Rs. 65—3—80—4—92—E. B.—4—120—5—125

S. No.	Pay Range	Scale of pay
64.	Rs. 65—140	Rs. 65—3—80—4—100—E. B.—4—120—5—140
65.	Rs. 70—120	Rs. 70—5—100—E. B.—4—120
66.	Rs. 75—100	Rs. 75—3—84—4—100
67.	Rs. 75—105	Rs. 75—3—105
68.	Rs. 75—120	Rs. 75—3—90—4—110—E. B.—5—120
69.	Rs. 75—125	Rs. 75—3—90—4—110—E. B.—5—125
70.	Rs. 75—150	Rs. 75—3—90—4—110—E. B.—5—120—6—150
71.	Rs. 75—180	Rs. 75—3—90—4—110—E. B.—5—120—6—150—E. B.—6—180
72.	Rs. 80—120	Rs. 80—4—120
73.	Rs. 80—150	Rs. 80—4—120—E. B.—6—150
74.	Rs. 80—160	Rs. 80—4—100—5—130—E. B.—6—160
75.	Rs. 80—175	Rs. 80—4—100—5—115—E. B.—6—175
76.	Rs. 80—220	Rs. 80—5—140—E. B.—6—170—E. B.—10—220
77.	Rs. 90—150	Rs. 90—4—130—E. B.—5—150
78.	Rs. 90—180	Rs. 90—4—130—E. B.—5—150—E. B.—6—180
79.	Rs. 92—160	Rs. 92—4—120—E. B.—5—160
80.	Rs. 100—150	Rs. 100—4—120—5—150
81.	Rs. 100—190	Rs. 100—4—120—5—160—E. B.—6—190
82.	Rs. 100—200	Rs. 100—8—140—10—200 for clerical category Rs. 100—5—130—E. B.—6—160—8—200 for others
83.	Rs. 100—300	Rs. 100—5—130—6—160—E. B.—8—200—10—250—E. B.—10—300
84.	Rs. 120—200	Rs. 120—5—170—E. B.—6—200
85.	Rs. 120—210	Rs. 120—5—140—6—170—E. B.—8—210
86.	Rs. 120—230	Rs. 120—8—160—10—230
87.	Rs. 120—250	Rs. 120—5—140—6—170—E. B.—8—210—E. B.—10—250
88.	Rs. 120—300	Rs. 120—6—150—8—230—E. B.—10—300
89.	Rs. 140—300	Rs. 140—6—200—E. B.—8—240—10—300
90.	Rs. 150—250	Rs. 150—10—250
91.	Rs. 200—300	Rs. 200—10—300

Dated, the 2nd February 1960.

[No. 3(40)/58/LRIV.]

F. JEEJEEBHOO,  
Presiding Officer,  
National Industrial Tribunal,  
Bombay.

P. M. MENON, Secy.